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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS  
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITE

bulletin

## Whatever happened to Canada's "hire Canadians" policy?

by Michiel Horn  
Prof. of History  
Glendon College

Appointments in some universities are increasing again. With the rise in new hiring have come complaints that Canadian applicants are not always getting a fair shake. The Academic Freedom and Tenure Committee has received charges that some hiring committees are turning down qualified Canadians and landed immigrants in favour of scholars from abroad.

Is there a serious problem? The evidence is incomplete, but the AF&T committee was sufficiently concerned to ask to write an article outlining the current regulations of Employment and Immigration Canada and discussing the possibilities of their abuse.

The CAUT's interest in this matter goes back to the early 1970s. At the time universities were being blamed, from without and within, for not doing enough to hire Canadians and for being too ready to appoint foreigners, particularly Americans, to university positions. A small ad hoc committee, chaired first by Professor Evelyn Moore of the University of Calgary and then by myself, prepared guidelines for academic appointment procedures. In 1974 the National Council rejected these guidelines, but three years later the Council adopted an amended version.

The "Policy Statement of Canadianization and the University", reproduced on pages 35 and 36 of the *CAUT Handbook's* fourth edition, shows a clear preference for university self-regulation. Its major guideline counsels the establishment of university-wide appointments review committees to monitor hiring and ensure that justice is done to Canadians and landed immigrants. (For the sake of brevity I will henceforth refer to both

groups together as "Canadians"). Reportedly only one institution, Simon Fraser University, has so far established such a committee.

Many academics, including some of those active in faculty associations were — no doubt some still are — reluctant to accept any sort of constraints on their freedom to hire. This reluctance was clearly evident at the 1974 Council meeting. In the course of the debate someone predicted that if the universities took no action the federal government would. The prediction proved accurate. In 1981 the department now known as Employment and Immigration Canada (EIC) issued regulations covering the recruitment of foreign academics.

In this way it became government policy "to protect the employment and career opportunities of Canadian academics and encourage academic excellence." Some professors believe that this juxtaposition is anomalous. A recent letter to the CAUT by Mr. James Bissett, the Executive Director of Immigration at EIC, recognizes that "there are those who argue that our policy impairs academic excellence, while others contend that it does not do enough to protect the career and employment opportunities of Canada." In fact the policy was a compromise "intended to strike a reasonable balance between the very legitimate interests of Canadians pursuing academic careers, and the broad interests of the academic community which should be served by exposure to the whole spectrum of international expertise and thought."

The department imposed on the universities a 'two-tier' recruitment campaign. Its purpose is "to ensure that possible Canadian applicants have had a reasonable opportunity to become aware of a given vacancy and to have their qualifications considered in respect of it." This means that departments and institu-



Tom McDonald

tions must direct advertisements in the first instance to Canadians, and are not permitted to consider others until they have determined that none of the Canadians who apply is qualified to fill the advertised position.

Not all disciplines are subject to two-tier advertising. Because qualified Canadians are in short supply in business administration and management studies, these fields are currently exempted. Exemptions may be granted in other subjects — examples are veterinary medicine and French-language common law — in which universities can show that qualified Canadians are few. (In the latter case, however, qualified non-Canadians are probably even fewer.)

How does the two-tier procedure work? Let us assume that a certain history department has permission to advertise for a specialist in the history of women in post-1500 Europe. The stated requirements for this appointment, to be made at the rank

See HIRE/6

## Historic meeting / Première réunion

### CAUT Executive Committee

by Gordon Piché  
CAUT Assistant  
Executive Secretary

The newly formed Executive Committee of CAUT held its first meeting in Halifax November 6-8.

The new eight-member committee results from decisions taken by the CAUT Council in May to restructure the Association. At that meeting, the Council abolished the 32-member Board of Directors and the Administration Committee, increased the number of Council meetings to three annually, and formed the Executive Committee to administer the Association's affairs between meetings. The Department of Consumer and Corporate Affairs approved the constitutional amendments in September paving the way for the first regularly scheduled Executive Committee meeting.

An out-of-Ottawa site, Halifax, was chosen for this historic meeting on an experimental basis. The Executive Committee will discuss at its January meeting if future ses-

sions will be held in locations other than Ottawa.

In appreciation of the membership's desire that local associations be more involved in the running of the national body, the Executive Committee invited the executive members of Nova Scotia's locals and NSCUFA to an informal meeting and reception prior to the main meeting. The gathering was attended by representatives from Dalhousie, Saint Mary's, Mount St. Vincent, Technical University of Nova Scotia, Nova Scotia College of Art and Design and Acadia faculty asso-

ciations and NSCUFA. It provided an opportunity for an open and frank discussion of CAUT reforms and objectives.

The lengthy two-day agenda of the main meeting was highlighted by a report on the National Forum on Post-Secondary Education held in Saskatoon in October. The committee was informed that all delegates to the Forum were to receive a follow-up letter from the President and a copy of the November Bulletin which reported on the results of the conference. Further means to follow up on this important event were discussed to ensure that the momentum gained by the Forum was not lost in the months ahead.

The committee also received a report on the recent meeting of international faculty associations held in Dublin, Ireland in October. Although the conference, founded by CAUT in 1982, does not generally adopt resolutions, it did so in regard to South Africa. The resolution called on the governments to "redouble their efforts to effect real political and social change

See HISTORIC/11

### Comité de direction de l'ACPU

par Gordon Piché  
secrétaire général adjoint  
de l'ACPU

Le Comité de direction de l'ACPU, nouvellement formé, a tenu sa première réunion à Halifax les 6, 7 et 8 novembre.

La création de ce comité de huit membres fait suite aux décisions prises par le Conseil, à son assemblée de mai, de restructurer l'Association. A cette occasion, le Conseil a aboli le Bureau de direction qui comptait 32 membres ainsi que le Comité d'administration, a augmenté à trois le nombre

d'assemblées du Conseil et a mis sur pied le Comité de direction pour administrer les affaires de l'ACPU entre les assemblées du Conseil. Le ministère de la Consommation et des Corporations a approuvé les amendements aux statuts en septembre, préparant ainsi la voie à la première réunion ordinaire du Comité de direction.

La ville de Halifax fut choisie comme emplacement de cette réunion historique à titre d'expérience. Le Comité de direction décida à la réunion de janvier si des réunions futures auront lieu ailleurs qu'à Ottawa.

Pour répondre au désir des membres de faire participer davantage les associations locales à l'administration de l'organisme national, le Comité de direction a invité les dirigeants de la CAPUNE et des associations locales de la Nouvelle-Ecosse à une réunion officieuse et à une réception avant la réunion officielle. Des représentants des associations de professeurs des universités Dalhousie, Saint-Mary's, Mount St. Vincent, Acadia, de la

Technical University of Nova Scotia et du Nova Scotia College of Art ainsi que de la CAPUNE ont accepté l'invitation. L'occasion a permis aux parties de discuter librement et avec franchise de la réforme et des objectifs de l'ACPU.

La réunion de deux jours avait un ordre du jour chargé. Le rapport sur le Colloque national sur l'enseignement posts secondaire, tenu à Saskatoon en octobre, en était le principal point à l'étude. Le comité a

Voir RÉUNION/11



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# CAUT comments / Commentaires de l'ACPU

## A national post secondary education council

On November 19, Bill Rompkey, the education critic for the Liberal Party, introduced a private member's bill to establish a National Council on Post Secondary Education. In introducing the bill Mr. Rompkey said "....The idea has widespread support in the country. It is an idea whose time has come. As we move as a country into the information society, it is essential that we move on this issue. Without education we are not going to be able to compete."

He's right. If there was a clear message from the National Forum it was that there has to be a national dimension to policy development in the area of higher education. In fact there was a strong feeling that there should be some type of national committee to guide such policy development.

This is a position that three elements in the universities support. At the Forum the AUCC and CFS proposed that there should be such a Council. CAUT had suggested a similar council in its Post Secondary Financing Act which was proposed in 1985. The council was not to be concerned with federal control but with means to

facilitate and promote the post secondary system.

Many of the provincial ministers are willing to go along with some type of consultative body, others have not overcome their suspicion that the provincial constitutional responsibility will be undermined. The proposal is not designed to affect the provincial responsibility; nor should it be. Nevertheless, there is room for discussion on better ways to deal with post secondary education.

The Forum gave recognition to national concerns in post secondary education. Mr. Crombie is entitled to take credit for his crucial role in making it happen. He should now use his considerable drive and political clout to make sure that the initiative is not wasted.

One straight forward way to do this would be for the government to allow Mr. Rompkey's bill to go to committee. In that manner the whole issue could be aired. It would provide an opportunity for groups who are opposed to such a council to make their case to the legislators. There would be no danger of rail-roading a centralist scheme. The government has a majority on the committee; what is there to be afraid of?

## Un conseil canadien de l'enseignement postsecondaire

Le 19 novembre, Bill Rompkey, le critique du parti Libéral en matière d'éducation, a présenté un projet de loi parlementaire destiné à créer un conseil canadien de l'enseignement postsecondaire. En présentant son projet de loi, M. Rompkey a déclaré: "Pratiquement tous les secteurs de la société appuient l'idée. C'est une idée qui a fait son chemin. A la veille de l'ère de l'information, il est essentiel d'agir. Sans un enseignement de qualité, nous ne pourrions pas demeurer compétitifs."

Il a raison. Le message livré au Colloque, s'il y en eut, proposait un organe national pour élaborer les politiques dans le secteur de l'enseignement postsecondaire. De fait, il s'en élevait un fort sentiment en faveur d'un comité national chargé d'orienter l'élaboration de ces politiques.

Trois organismes universitaires soutiennent cette position. Lors du Colloque, l'AUCC et la FCE ont proposé la création d'un tel conseil. Dans son projet de loi sur l'enseignement postsecondaire rendu public en 1985, l'ACPU proposait un conseil analogue qui veillerait à aider et à promouvoir le système d'enseignement postsecondaire.

Plusieurs ministres provinciaux sont disposés à travailler de concert avec un quelconque organisme de consultation. D'autres demeurent sceptiques et croient que la compétence constitutionnelle des provinces en souffrira. Le projet de loi ne vise pas à nuire à la responsabilité provinciale. Ce n'est pas son but. Néanmoins, il y a matière à discussion sur la meilleure façon de s'occuper de l'enseignement postsecondaire.

Le Colloque a permis de reconnaître les intérêts nationaux dans le secteur postsecondaire. M. Crombie a le droit de s'attribuer le mérite d'avoir joué un rôle crucial dans la réalisation du Colloque. Il devrait maintenant se servir de son influence politique pour veiller à ce que cette initiative ne meure pas dans l'oeuf.

La manière la plus directe pour le gouvernement d'y arriver est de permettre que le comité législatif étudie le projet de loi de M. Rompkey. On pourrait ainsi diffuser toute la question à grande échelle. Les groupes opposés à ce conseil pourraient défendre leur cause auprès des législateurs. On éviterait également l'adoption d'un projet de loi centralisateur. Le gouvernement joue un rôle majoritaire au sein du comité; de quoi donc peut-on avoir peur?

## Censured Administrations

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure:

**President and Board of Governors,  
University of Calgary (1979)**

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

**President and Board of Regents,  
Memorial University of Newfoundland (1979)**

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents were unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.



## President's message / Le mot du président

This is a time of decision for those members of the Association who want to be part of the Collective Bargaining Co-op. There will be a meeting of the Board of Directors of the Cooperative at the end of January and at that time they will need to know which locals are members.

It has been suggested that when Council decided to partition the functions of the Association it was lowering the priority attached to collective bargaining. I think not. It was clear from the Bigelow report that a significant number of associations did not want to have to pay for collective bargaining. In particular, some of them had made the overt choice not to go that route in the protection of their rights and the determination of conditions of employment.

Collective bargaining, after all, serves a purpose: that of protecting rights in the academy and providing means of entering into a serious dialogue with the employer. In the universities of Canada this has been within the integrated framework of the CAUT. It is illustrative of the integration of the policy devel-

opment of CAUT and the effective protection of the members that the Defence Fund is presently organized so that its funds will not be used to support actions that run counter to CAUT policies on rights. So surely it should be with the collective bargaining activities of the Association. We cannot claim adherence to certain policies when operating under the Arbitration Service of CAUT and a set of potentially contradictory policies when acting within the framework of legal collective bargaining.

We should also be aware that there is a danger of separating into two camps of academic staff; those who bargain collectively under the labour laws of their province and those who do not, for whatever reason. Such a clear division would be a disaster. There would be two streams of leadership, two voices, and no doubt the opportunity for our opponents to make the most of the differences. One of our real strengths in the lobbying field and in addressing university administrations is being able to say that we speak for academic

staff across the country. Even though there are one or two gaps in our membership there is no rival voice. If we do not make the Co-op work and we balkanize the staff of this country, we will have made the task of our successors all the more difficult.

In the matter of fees associated with the Co-op there is a real incentive to be a founding member rather than to join later. For associations which could join now

***If we do not make the Co-op work and we balkanize the staff of this country, we will have made the task of our successors all the more difficult.***

but choose to join later, there will be an initiation fee of \$20 per person. As I understood the discussion at the founding meeting, the purpose of this was to counter any tendency for associations to join up only when they are in real trouble. However, it does have the effect of making it financially

attractive to be a founding member.

Also in the matter of fees, there is a planned reduction of the CAUT mill rate from the 1.92 of 1986-87 to 1.3 in 1989-90. As a result of the reduction of nearly 32% of the mill rate, there will be created room for the Co-op to raise money for its own income. Some people have raised the objection that with a smaller revenue base the fees per individual for the Co-op will have to be very high indeed. Let us wait and see. With any other form of provision the revenue base will be smaller so I cannot see any less expensive way of providing such services. The Co-op will have the largest possible membership base in the country.

There is another dimension to the debate. Clearly there has been a division within the Association on the manner in which collective bargaining services are to be provided. Some have suggested that now is the time for the provision of services to devolve on the provincial associations. That will happen if that is what the local associations within a province want. How

would the difficulty that some associations have in supporting collective bargaining be alleviated by being transferred to the provincial scene? Presumably the debate would be shifted to the provincial level and be a repeat of that within the national association.

There has been enough debate about organizational matters this last year. Now is the time to get on with it and make sure we make things work.



by/  
par John Evans

Les membres de l'Association doivent décider maintenant s'ils désirent adhérer à la Coopérative de négociation collective. Le Bureau de direction de la Coopérative se réunira à la fin de janvier et il voudra connaître à ce moment-là les associations qui en sont membres.

Certains ont laissé entendre que le Conseil, en divisant les fonctions de l'ACPU, avait diminué la priorité accordée à la négociation collective. Je ne suis pas de cet avis. Comme le rapport Bigelow l'a clairement démontré, un nombre important d'associations ne veut pas payer des frais de négociation collective. Certaines associations en particulier ont ouvertement choisi de ne pas suivre cette voie pour la protection de leurs droits et l'établissement des conditions d'emploi.

La négociation collective, après tout, ne sert qu'un but, soit celui de protéger les droits des universitaires et de leur fournir des moyens d'entamer un dialogue sérieux avec l'employeur. Dans le cas des universités canadiennes, ce mandat faisait partie intégrante des objectifs de l'ACPU. La Caisse de défense de l'ACPU, un exemple de la politique de développement de l'Association et de la protection efficace de ses membres, est organisée de telle façon que ces fonds ne servent pas à soutenir

des actions contraires aux lignes directrices de l'ACPU sur les droits. Il devrait en être de même avec les activités de négociation de l'ACPU. Nous ne pouvons adhérer à certaines politiques lorsque nous agissons en vertu du Service d'arbitrage de l'ACPU et revendiquer le contraire à l'intérieur du cadre légal de la négociation collective.

Nous devons être conscients du danger de se séparer en deux camps: ceux qui négocient collectivement en vertu du code du travail de leur province et ceux qui ne le font pas pour une raison quelconque. Une division aussi marquée serait désastreuse. On ferait face à deux leaderships rivaux et à deux sortes de représentation. Il ne fait pas de doute que nos opposants profiteraient de ces différends. L'une de nos plus grandes forces en fait de lobbying et de négociation avec l'administration des universités est de pouvoir dire que nous parlons au nom des universitaires du pays. Bien qu'il y ait quelques vides parmi nos membres, il n'existe pas de rivalité. Si nous faisons échouer la Coopérative et nous morcelons le corps universitaire du pays, nous ne faciliterons pas la tâche de nos successeurs.

Pour ce qui est des cotisations d'adhésion à la Coopérative, il y a avantage à s'y joindre maintenant à titre de membre fondateur au lieu d'attendre. Les associa-

tions qui auraient pu y adhérer mais qui ont choisi de le faire plus tard devront débours des droits d'entrée de 20 \$ par personne. Si j'ai bien compris les discussions à la réunion de fondation, l'objectif est d'empêcher les associations de se joindre à la Coopérative seulement lorsqu'elles éprouvent des difficultés. Toutefois, ces droits contribuent à rendre attrayante la qualité de membre fondateur.

Dans le même ordre d'idée,

***Si nous faisons échouer la Coopérative et nous morcelons le corps universitaire du pays, nous ne faciliterons pas la tâche de nos successeurs.***

L'ACPU prévoit de réduire le taux au mille de 1,92 en 1986-1987 à 1,3 en 1989-1990. Cette réduction de près de 32 % permettra à la Coopérative de solliciter des fonds pour assurer son propre revenu. Certains se sont opposés en soutenant qu'il faudra imposer des cotisations très élevées pour compenser une base de revenu réduite. Attendez et nous verrons. A mon avis, peu importe la façon de fournir les services, la base des revenus sera moindre. Je ne vois pas de moyens moins coûteux

d'offrir ces services. La Coopérative comptera le plus grand nombre possible de membres au pays.

Le débat présente une autre perspective. De toute évidence, la façon de fournir les services de la négociation collective a divisé l'Association. Certains ont préconisé la décentralisation des services en les confiant aux associations provinciales. C'est ce qui se produira si les associations locales au sein d'une province le veulent. Comment certaines associations pourront-elles

alléger les difficultés qu'elles éprouvent à soutenir les négociations collectives en les transférant au palier provincial? Je présume que le débat sera transporté à l'échelle provinciale et que nous assisterons à une répétition de ce qui se passe au sein de l'association nationale.

La dernière année a connu suffisamment de débats d'ordre organisationnel. Le moment est venu de passer à l'action et de s'assurer que les choses fonctionnent bien.

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# To the editor / À la rédactrice

## A fair summary

Professor Deborah Harrison is to be congratulated for her article on the case of Mary Warner published in the June 1987 issue of the *CAUT Bulletin*. I have been a member of the Brock University History Department for over 21 years, and since 1971 I have had the pleasure of working with Mrs. Warner. As our Departmental Secretary, she consistently held the interests of our students and the University foremost.

To my knowledge the account that Prof. Harrison offers is a fair summary. The comment by W.A. Matheson in your October 1987 issue attempts to impugn Prof. Harrison's credibility without coming to grips with the substance of her statement of Mary Warner's case.

The fact is that no statement of claim was filed until January 1987—some time after Mrs. Warner's dismissal in August. During that period the administration of Brock University was not covered by the *sub judice* fig leaf; and during that period the administration failed to offer a credible explanation for Mrs. Warner's removal from the History Department and the subsequent termination of her employment.

Matheson faults Professor Harrison because — he claims — her statements "disregard and slight actual events ...". The accompanying letter by W.B. Turner, the present Chairman of the History Department, reveals that Matheson showed Turner his letter before sending it. Yet Matheson omits to mention that Turner has been named as a defendant in one of the actions that Mrs. Warner has commenced. This makes Matheson's call for a "balanced and carefully researched account" rather hollow.

Craig Hanyan  
Dept. of History  
Brock University

## Is the gold tarnished?

Some time ago I had occasion to inquire of a retired colleague (nationally known) at the University of Manitoba whether he had attended a certain event. His somewhat impatient reply was to the effect that I should know better than to ask such a question as: admission was expensive, he had retired many years previously, and was I not aware that salaries were not indexed.

In the early 80's compulsory superannuation at age 65 had been abolished by *provincial* fiat — or had it? The answer according to this writer is both yes and no. Yes, in that there is no longer an ostensible time at which one must cease teaching, no, in that unexpected financial constraints may be encountered at age 71. It is at this time of life that *federal* law requires an annuity be purchased and a pension (fixed) for the "Golden Years" be calculated. While it is true that a faculty member no longer pays into the pension fund, it is also true that the university likewise is no longer required to contribute a matching amount (this is usually in the thousand dollar range).

Inasmuch as many faculty view the university's participation as part of wages, there is in effect a cut in salary. At this time there may also be changes in insurance concerned with life, dental/care, pharmacare etc. Such changes, usually negative, vary from one university to another. Does this not all amount to a violation of a section of the Charter of Rights as it represents discrimination based solely on age?

To faculty eyeing early retirement, indexing (whereby the corrosive effects of inflation on standard of living are countered) is the pertinent item; others may reason that 71 is better than 65, while still others will feel that what is involved is an abrogation of the principle underlying "no mandatory retirement."

At the very least, retirement involves two related issues: indexing (Bob White's action vis-à-vis pensions as it concerns auto workers is of interest) as well as the question of provincial

versus federal hegemony as it relates to the present situation.

Like death, retirement is not a topic that is readily discussed, except possibly among those contemplating an early one (retirement). Ignorance and incomprehension tend to abound. Education about this matter is sadly needed. Too often the information given is trite and in a university setting may be likened to "bringing coals to Newcastle." Knowledge is, however, a necessary first step.

F.L. Marcuse  
Dept. of Psychology  
The University of Manitoba

## University/business relations

The following letter was sent to CAUT President John Evans by the Minister of Industry, Trade and Technology for Manitoba, Vic Schroeder.

I thank you for sending me a copy of the Information Paper on University/Business Relationships in Research and Development.

As Minister for Industry, Trade and Technology, I have a major interest in supporting activities that can potentially lead to economic development. To this end, increased collaboration between university and industry - and between these sectors and governments - can, I believe, provide a major impetus towards increasing Canada's competitive position and to securing benefits of both an economic and societal nature.

My department has been active in promoting technology transfer from Manitoba's universities and laboratories: one element of our Technology Commercialization Program provides financial assistance to such endeavours; the Manitoba Research Council has a history of active collaboration; and, jointly with the University Grants Commission, we are currently involved in developing a technology transfer forum to determine ways to enhance our efforts. For your information, I am enclosing a brochure on Technology in Manitoba.

As your paper illustrates, university-industry interaction covers a wide range of activities, and may introduce difficulties of an ethical, administrative or legal nature. I applaud your efforts to address these openly and in a balanced way.

I encourage you in your activities to overcome the barriers to, and guide the development of, university-industry relationships in Canada.

Vic Schroeder  
Minister

## Enormous peril

Professor Hilborn's intemperate letter in the October *CAUT Bulletin* threshes once again well-threshed arguments from the 1930s and 1940s. I choose not to rally my gang of "facts" into battle once again, however evenly matched they may be to his; it would result in an encounter as noisy and pointless as any video arcade game. It is more germane to note that my opponent fails entirely to confront the theses that form the burden of my letter on McCarthyism. They are, once again:

- The thought control imposed in the 1950s upon American artistic and intellectual life in the name of anti-Communism was a grotesque overreaction to a threat of subversion so minuscule as to be non-existent;

- The effects of thought control upon the American university generation of the 1950s were widespread, ruinous, and enduring. That generation is now moving into leadership positions in American life and the consequences of McCarthyism are identifiable in its intellectual narrowness and timidity and moral anaesthesia; and

- Any intellectual leaders — Canadians, for instance — who might contemplate the imposition of intellectual orthodoxy on their own culture have only to look at the Americans to recognize that they would do so at their enormous peril.

I suggest that the tone, the tactics, and the great silence at the heart of Professor Hilborn's letter make my point obvious.

Ronald C. Newton  
Dept. of History  
Simon Fraser University

## Bitterly ironic

As a Native professor of Anthropology and as the Director of the Native Centre, The University of Calgary, I wish to laud CAUT's protest of Federal funding cuts to Native students.

It is difficult to convey to the larger society the difficulties which many Native students encounter in attempting to achieve a university degree. Now DIAND has placed another obstacle to the paths of equity in educational achievement for Native students — that of uncertain funding.

For years, Native students have struggled with disadvantages such as poor preparation for university, fear of alienation from Native culture and communities, and in some cases, cries of second rate programs that attempt to address

Native needs in post-secondary institutions.

The procedure of DIAND's funding cuts is bitterly ironic. Their thrust seems towards Band control of education, health, welfare, and administration procedures. The fiscal retreat from funding students successfully eliminates the growing corps of educated and committed Natives to assume these positions.

Even a cursory assessment of educational needs certainly would indicate that Natives can best determine their own futures more significantly if they possess university and professional degrees.

Beatrice Medicine  
Professor, Anthropology  
Director, Native Centre  
The University of Calgary

## Metis native people too

I refer to the article "CAUT protests funding cap for native students" by Alexandra Lambert (Oct. 1987).

The article acknowledges the fact that the federal assistance program, PSEAP, is available to Registered Indian (Status Indian) and Inuit students. Metis students are not entitled to the benefits of the program. Nevertheless, the heading of the article contains the generic term "native" and there are references to "native" students in the article. Either the *Bulletin* is being careless with terminology or it is attempting to erode the hard-won recognition of Metis people as a native ("aboriginal") people in this country. (Section 35 of the *Constitution Act, 1982* recognizes the Metis as an "Aboriginal people of Canada" for its purposes.)

Be consistent in your expression, or have the courage to expose your political bias.

Paul L.A. Chartrand  
Dept. of Native Studies  
The University of Manitoba

## Letters policy

The CAUT Bulletin welcomes letters to the editor. Letters must be signed, typed, double-spaced and the length must not exceed 400 words. The editor reserves the right to shorten letters as necessary.

## National Forum on PSE

# Consensus on need for education

by John Starkey  
OCUFA President

Less than two weeks ago more than 600 delegates from Canadian universities and colleges, the corporate sector, labour organizations and federal and provincial governments gathered in Saskatoon to explore the challenges and opportunities facing post-secondary institutions as we head into the 21st century.

It is regrettable that the National Forum did not draw more attention to a subject which is of vital significance for our country's future. Regrettable, because, even though there were so many interests involved at the four-day conference, a consensus was reached on many of the issues that were discussed.

Given the multiplicity and complexity of the items that Forum participants debated (how to best develop our human resources;

the level and effective allocation of resources assigned to research; how to promote access to post secondary education and the framework for financing the post-secondary system) one would have expected sharp differences to have emerged.

Yet this was not the case. The chasm between those who work or are directly involved in post-secondary institutions, and those on the outside who spoke from the perspective of the larger society, did not exist.

On the issue of how best to develop our human resources delegates were unanimous. In a rapidly changing world individuals will have to be adaptable, possess good judgement and analytical skills and have a capacity for critical thinking. In short, a broad general education will be necessary as we head into the 21st century.

There was also concurrence on the issue of accessibility to post-secondary institutions.



Most delegates agreed we have a good system for main stream Canadian society. But delegates also recognized that post-secondary institutions do so little for many others. Much more needs to be done to meet the needs of women; Canada's aboriginal people,

See FORUM/9



## CAUT Status of Women Committee Workshop

## Academic freedom a key issue for university women

by Lorelei Cederstrom  
SWC member

All who attended the CAUT Status of Women Committee Workshop in Fredericton, New Brunswick, October 16 - 18, found that the topic—Women and Academic Freedom—helped to focus concerns that will be at issue in academic life for many years to come. As the workshop proceeded, it became clear that most of the difficulties which confront women in the university today involve issues of academic freedom. Indeed, many participants felt that the mere fact of being a feminist in the university invites infringements upon academic freedom.

Each of the speakers in the plenary and working sessions focussed upon the difficulties women face in the different areas of university life: research, teaching, promotion and tenure decisions, and the evaluation of university and community service. Examples were given of the way in which women's scholarship is evaluated by standards of excellence based upon male models, and women's research is regarded as marginal to the areas defined as central by male scholars. Also, the results of feminist research have a greater difficulty finding acceptance by academic publishers than non-feminist writing. When promotion and tenure decisions are made, the extreme demands that are made on the few women present in the universities sit on all the committees requiring a woman's view are rarely taken into consideration. As well, the feminist's voice in the classroom, whether she is suggesting curricular or pedagogic changes is met all too often with hostility from colleagues as well as administrators.

In the keynote address, "The Assessment of Excellence," Rose Sheinin, Vice-Dean of Graduate Studies at the University of Toronto, spoke about the split between the purported objectivity of our standards of excellence, and the reality of the subjective male bias of these standards. Dr. Sheinin believes that the male bias existing in our evaluation methods are the result of the historical development of our institutions, for they evolved when universities excluded women. In that context, she noted, "scholarship came to define that

enquiry and research done by male scholars, and specifically excluded that pursued in the 'separate spheres' reserved for women."

Even today, Dr. Sheinin noted, the career path of the academic, the areas of research that are regarded as acceptable, and the evaluation techniques upon which professional decisions are made, reflect an institution that was created by men for men. While most academics would like to believe that their criteria for evaluation are gender-blind, it is clear to women academics that "the all-male guild has confused subjective parameters of their own shared male experience as scholars and academics, with objective criteria of excellence which should be gender neutral." Dr. Sheinin pointed out that "gender neutral" in present-day evaluation, in practice, is shaped by a masculine definition of objectivity that goes back for centuries.

In her conclusion, Dr. Sheinin urged that in the evaluation of excellence, we must ensure that "subjective frameworks of gender" which define the pattern of an academic career "are not allowed to overshadow or interfere with the all-important objective criteria of excellence which women can, and should, be encouraged to follow."

In the opening workshop session, "The Many Faces of Academic Freedom," Joan Geramita of the CAUT Academic Freedom and Tenure Committee helped to focus the general topic of the conference in terms of CAUT policies. To indicate the scope of women's involvement in issues of academic freedom, Prof. Geramita pointed out that while women form only 16 percent of the professoriat, 40 percent of the cases that come before the Academic Freedom and Tenure Committee are from women. Prof. Geramita emphasized that academic freedom provides a useful concept to work with as women strive to create a more hospitable professional environment. "Claiming academic rights," she contended, is a "practical and effective approach to understanding and resolving conflict in the university."

Prof. Geramita urged women to insist upon their right to include a feminist perspective in their research and teaching, and that a feminist emphasis should not preclude a just evaluation. Above all, academic free-

dom means the right to present views that "may be unpalatable to the powers that be," she noted. She warned us that our worst enemies are ourselves, for academics are the most eager to "behead the unorthodox among us," particularly when the unorthodox voices are those of feminists. "The reaction of traditional scholars to feminist scholarship is a marvel to behold," she added wryly.

"Join me in the lounge of my department and suggest that the natural sciences may be gender-biased in their very formulation, not just in their societal expression, and watch objectivity take a battering."

Prof. Geramita then discussed some of the cases she had been dealing with in committee in terms of the general principles involved. In concluding, she reminded the group that women must keep academic freedom in mind in order to ensure that the decisions and policies we formulate do not infringe upon a principle so central to our very existence as a minority voice in the university.

Following Prof. Geramita's general discussion, Joan McFarland of St. Thomas and Jeanne d'Arc Gaudet of Shippagan spoke about their own difficulties with promotion and tenure committees in the light of issues of academic freedom.

After the theoretical sessions, three workshops were offered concurrently which

were structured to invite personal observations as well as practical solutions to the problems of women and academic freedom. The first three sessions were: "Access to Research Funding," led by Susan Clark of Mount Saint Vincent; "Le Financement de la Recherche," led by Maria-Thérèse Vinet of Sherbrook and Geneviève Dumas of Queen's; and "The Politics of Publishing," led by Johann Aitken of OISE and Toronto.

In her session, Prof. Aitken described the difficulties in finding a publisher for work either by women or about women. She pointed out that the prejudice against women's work amounts to a silencing of women's voices, a betrayal of women's rights to academic freedom and freedom of expression. An English professor, Prof. Aitken spoke about the preponderance of male authors in the curriculum and of the institutionalizing of male perceptions in literary criticism. As an example, she cited a standard textbook, Bates' *Literary Criticism*, which contains 53 male critics and Virginia Woolf. Prof. Aitken also spoke about her difficulties in getting her most recent book published. The book crossed several boundaries that made it difficult to classify and it included male as well as female authors, children's literature and Canadian authors. In the end, she found

that only a feminist press was willing to grant her the academic freedom necessary to cross the rigid boundaries of sex, nation and age. This workshop session, like all the others at the conference, ended with the free exchange of ideas among the members of the group and suggestions for dealing with the sexual politics of publishing.

On the final day of the conference, the three workshop sessions completed the survey of the main areas in academic life as they concern women and academic freedom. The workshops were: "Feminists in the Classroom," led by Paula Chegwidden of Acadia and Elizabeth Sheehy of Ottawa; "Les Enseignantes Féministes" led by Michel Boivin of Ottawa; and "Community and University Service: Does It Count?" led by Linda Christensen of St. Mary's.

In the session on "Feminists in the Classroom," Paula Chegwidden pointed out that the feminist professor will face difficulties in all three of the major areas of teaching: the curriculum, pedagogical techniques, and language. The feminist has, first, to deal with a curriculum developed by men on the basis of their ideas of the structure of an academic discipline. Secondly, the feminist must struggle to create a classroom atmosphere in which feminist pedagogy and non-hierarchical structures can shape a learning

experience. Finally, there is the whole question of sexist language and the subtle (and not so subtle) ways in which it can create an atmosphere hostile to both feminist teaching and the transformation of discipline to include women. Elizabeth Sheehy then spoke about the particular difficulties she encountered as a feminist law professor. Neither Prof. Chegwidden nor Prof. Sheehy relied upon the authoritarian male model in her presentation and requested, instead, that members of the workshop share their own experiences and techniques for survival as feminists in the classroom.

The final session of the conference was a bringing together of all the ideas from the various workshops. It soon became obvious that the same concerns kept surfacing in all the sessions. As women in the university, the group resolved to work to ensure women's rights to freedom of expression, to an inclusion of feminist views in the curriculum, and to the valorization of feminist research through publication. As well, the group recognized a responsibility of insisting upon the fair evaluation of feminist research, teaching and scholarship. It was evident to us all that the real trial of academic freedom as it concerns women in every area of university life is just beginning.



Joan McFarland



Jeanne d'Arc Gaudet



Joy Parr



Status of Women Committee members—clockwise from bottom left: Jane Gordon (chair), Lorelei Cederstrom, Rosalind Riseborough (CAUT staff), Gail Riddell, Rebecca Coulter, Lindsay Oorney, Jennie Hornosty



Linda Christensen Ruffman



## HIRE ..... 1

of assistant professor, are the Ph.D degree in European history with a specialization in women's history, some prior teaching experience, and some record of publications. The advertisement must contain the words: "In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents." (A modified version of this is available for use in foreign journals where such wording may be illegal. In such a case, however, a preference for Canadians and permanent residents must be indicated.) The advertisement must appear in those publications most likely to be read by Canadians. EIC singles out the CAUT Bulletin and University Affairs.

One possible sequence of events is that several Canadian applicants clearly meet the requirements, one of whom is ultimately appointed. Another possibility is that none of the Canadians who apply has an appropriate Ph.D. Believing that qualified Canadians have had ample time to make themselves known, the university now applies for permission to conduct second-tier advertising. This it obtains by informing the Canadian Employment Centre on Campus (CEC-OC) where available, of a regular CEC where none exists on campus, that it tried to find qualified Canadian candidates, has been unsuccessful, and wants to widen the search, a claim it backs with documentation as specified in the regulations. Advertisements in U.S. and British trade journals elicit several applications. In due time a young foreign academic is identified as the person the department wants. The university now approaches the CEC for permission to appoint a non-Canadian.

In order to get approval to appoint her, the institution will have to provide documentary evidence that it conducted a proper search for qualified Canadians. The regulations provide that "where a committee delegated by the Canadian Association of University Teachers for the review of such appointments exists, the CEC-OC will liaise with the chairperson of that committee to determine whether the committee is satisfied that this particular vacancy has been brought to the attention of available Canadians."

It is important to emphasize that EIC will not attempt to assess the relative merits of Canadian and non-Canadian applicants; that is left to the university. Because the officers involved are "not in a position to determine the availability of qualified Canadians," they see their task as ensuring that the university has observed due process in carrying out the search. If the CEC and the regional office of EIC to which it reports are satisfied that the university has taken the required steps, the university will get the green light.

At almost all institutions the appointing department effectively decides whether applicants are qualified. There is likely to be some administrative involvement, however, because the responsibility for satisfying

EIC usually rests with an academic administrator.

Is the system working satisfactorily? Mr. Andy Anderson, the EIC officer in Ottawa who is primarily concerned with foreign academics, believes that on the whole it is. Referring to a study carried out by Dr. Max von Zur-Muehlen, he noted that at the time the regulations came into effect some 70 to 75 percent of those hired were Canadians. That proportion is now over 90 percent. Some of the increase may be due to the existence of a larger pool of Canadian talent, but he thinks the policy has made an effective contribution.

Mr. Bissett, in the letter mentioned earlier, also refers to Dr. von Zur-Muehlen's report and confirms that EIC is satisfied that "the policy has enhanced the career and employment opportunities of Canadians without diluting the merit system or infringing on academic freedom." As a consequence EIC has "concluded that the basic elements of the policy should be retained."

Mr. Anderson did say that complaints have reached his office about most universities. They come not only from Canadians who have failed to obtain positions for which they believe themselves to be qualified, but also from faculty members who charge that hiring committees have disqualified apparently qualified Canadians in order to recruit someone from abroad.

One province constitutes an exception. Nova Scotia universities have not generated complaints since the establishment of a province-wide Foreign Academic Review Committee (FARC) some years ago. This committee currently consists of three university administrators and one official in the provincial Department of Education. In reviewing requests to carry out a second-tier search the committee asks much the same information required by EIC about the positions advertised and the steps followed in looking for qualified Canadians. In addition, however, FARC requires a copy of each Canadian applicant's *curriculum vitae*, as well as "the university's concise rationale of why each candidate does not qualify."

This additional information is crucially important. The members of the committee are competent to assess c.v.'s at least in a general sense. They are also apt to spot attempts to disqualify the apparently qualified, and to ask tough questions before a hiring committee gets permission to cast its net more widely. Nova Scotia's initiative seems worth emulating.

Elsewhere in the country, Mr. Anderson said, it is possible for a university to frustrate the intent of the legislation, though he does not think it happens often. So long as search committees observe the forms of due process and do not clearly contravene its spirit, the CEC and regional office of the EIC are unlikely to refuse a second-tier search and the subsequent appointment of a foreign academic. The system's effectiveness, he said, depends largely upon the willingness of the universities to police themselves.

*On assiste une fois de plus à l'augmentation du nombre de nominations dans certaines universités. L'accroissement du nombre de nouveaux professeurs s'accompagne de plaintes voulant que les candidats canadiens n'obtiennent pas toujours leur juste part des nominations. Le Comité de la liberté universitaire et de la permanence de l'emploi a reçu des accusations selon lesquelles certains comités d'embauchage refusent des canadiens et des immigrants reçus qualifiés au profit d'universitaires étrangers. Existe-t-il un problème sérieux? Le professeur Michiel Horn, du collège Glendon de l'université York, membre du Comité de la liberté universitaire et de la permanence de l'emploi, tente dans cet article de répondre à la question. Les faits recueillis, affirme-t-il, sont incomplets, mais ils permettent de conclure que les cas d'abus sont limités. A mesure que le nombre de professeurs canadiens augmentait—passant d'une proportion de 70 à 75 pour cent en 1981, au moment où le ministère maintenant connu sous le nom d'Emploi et Immigration Canada a émis des règlements touchant le recrutement d'universitaires étrangers, à plus de 90 pour cent aujourd'hui—, la canadienisation des universités a cessé de constituer un problème comme auparavant. Afin d'éliminer tout abus futur dans l'embauche des professeurs, le professeur Horn recommande que les comités de recrutement fassent preuve, avant de procéder à l'étude de toute candidature étrangère, d'une équité rigoureuse dans l'évaluation des compétences des candidats canadiens, et que les établissements mettent sur pied des comités d'examen, ainsi que le recommande l'ACPU. Ce n'est que par ces mesures que l'on pourra probablement éliminer tous les cas d'abus.*

There are several ways in which an appointing department can sabotage a proper first-tier search. For example, among the applicants there are often non-Canadians as well as Canadians. The search committee is supposed to ignore the former at this point, and deal only with the Canadian applicants. But several members of the committee may have seen the c.v. of a non-Canadian and consider it to be more impressive than those of the Canadian applicants. A tendency to deprecate the qualifications of the Canadians develops. Eventually none of the Canadians is held to be "suitably" qualified, thereby justifying a request for a second-tier search. (The word "suitably" is enormously useful.) If the university administration does not question the judgment of the search committee and is able to question the CEC and EIC's regional office with the needed documentation, the bid for a second-tier search will almost certainly succeed.

Abuses are possible even if there are no applications from non-Canadians or if the search committee does not get to see the files of non-Canadians. Let us assume that in our hypothetical search for a historian two Canadian applicants appear to meet the requirements of the advertisement. But the committee is enthusiastic about neither of them. Both are women—not surprising because the desired specialization is women's history—who are deemed to be "too old." (This form of discrimination affects men as well as women, but in several disciplines it affects the latter more often. A good many women with doctorates in history, for example, did not go straight on to the degree. They are well into their thirties or even forties by the time they become eligible for fulltime positions.) Someone aged around forty may not seem "right" for a junior appointment in a department typi-

cally staffed largely by men in their forties who have been there for at least ten years. Surely, the question occurs to more than one of them, there must be younger people out there who are well qualified?

It is improper, of course, to discriminate against persons on grounds of age. No matter: deprecating the qualifications of the applicants is the way to go. None of the Canadians is found to be suitably qualified.

A third example crops up when several members of a search committee already know a superior applicant. She has recently taken her Ph.D. from a Canadian University, has some teaching experience as well as two published articles to her credit, and has a well-respected supervisor who raves about her. Her only drawback is that she was in Canada on a student visa. As she is not a permanent resident she is ineligible for consideration in a first-tier search. The only way of getting the right to consider her is to decide that none of the less exciting Canadian applicants is suitably qualified. Approval of a second-tier search is the desired result. In this instance as in the first, another even better-qualified non-Canadian may eventually get the nod, but by that time the Canadians are long out of the competition.

The view that tactics of this kind are improper may elicit little support or understanding. Self-deception is not a conscious process. If we desire something badly enough, the justification will generally follow. As Benjamin Franklin observed: "So convenient a thing it is to be a reasonable creature, since it enables one to find or to make a reason for everything one has a mind to do."

In some cases self-deception may not be at work. Not a few academics believe it their duty to appoint only "the best", however defined. Some of them may believe that if the regulations do

not seem to serve that end they must be bent until they do. Such people can probably justify to themselves, and perhaps also to their colleagues, the white lies necessary to get their way. Getting good historians across the border may seem less culpable than smuggling in a case of superior California wine, and who really thinks that is wrong?

My own response is what it was in the early 1970s: Canadians do not have free access to university positions in other countries, and the least we owe ourselves is to make sure that Canadians get first and fair consideration for positions in this country. Moreover, I continue to believe that Canadians, whether they gained their doctorates here or abroad, are equipped to make contributions as substantial as any likely to be made by others. As a people we tend perhaps to deprecate ourselves and as a consequence to be taken at somewhat reduced value by others.

Back to my opening question: are the present abuses frequent or serious enough to warrant action either by the AF&T Committee or by the universities? First of all, we do not know how frequent the abuses are, but their number does not seem to be huge. As faculty have become more Canadian, the Canadianization of the universities has ceased to be the issue it was in the early 1970s.

Secondly, there is little the AF&T Committee can do. There are serious obstacles to defending the rights of non-members, which is what disappointed applicants for positions often are. Local faculty associations may resist intervention on their behalf. More commonly the aggrieved persons do not want us to make a big issue of their complaints. Fearing publicity will do them no good in future job searches.

Should something nevertheless be done? Mr. Anderson of EIC sees no pressing need for

further action by his department. There are complaints about abuses, and complaints that the regulations are not strong enough, but given that EIC does not see it as its job to assess the merits of applicants he does not know what EIC can easily do that it does not do already. In his view more provincial review committees on the Nova Scotia model would be desirable, or university-wide review committees of the kind called for by the CAUT in 1977. If the universities had established internal review committees of the kind described in the CAUT policy statement, he asserted, the EIC regulations would have been unnecessary and probably would not have been introduced.

In a recent letter Mr. Bissett, the director of Immigration, has asked the president of the CAUT, Professor John Evans, what CAUT views might be about a proposed consultative committee. Its membership would be drawn from the CAUT and the Association of Universities and Colleges of Canada; and EIC could turn to it "for comment and advice on the formulation of new policy directions." These would enable the universities, in their hiring, to keep up with rapid developments in the availability of qualified teachers and researchers. The proposal is currently under consideration.

That there will be some changes seems certain. Whatever happens, however, my view continues to be that search committees should be scrupulously fair in assessing the qualifications of Canadian applicants before considering any others, and that institutions should establish review committees as recommended by the CAUT. Only in these ways are all abuses likely to end.

Michiel Horn is a member of the Academic Freedom and Tenure Committee of the CAUT.



# U of A mandatory retirement policy ruled illegal

The Chairman of a Board of Inquiry established under the Alberta Individual Rights Protection Act has upheld the right of Professor Olive Dickason to continue in her tenured appointment at the University of Alberta beyond the age of 65 years despite the policy of the University that faculty members must retire at that age. Professor Dickason of the Department of History was retired against her will by the University on June 30, 1985. Kenneth Joseph Alyluia, the Chair of the one-person Board of Inquiry, made clear in his report, issued on October 23, that the University policy is "contrary to law".

In his report Mr. Alyluia noted that the Alberta statute makes it illegal for an employer to refuse to continue to employ a person because of age where "age" is defined as "...18 years of age or older" and concluded, moreover, that the involuntary retirement of Professor Dickason could not be justified under a section of the statute which deems a contravention not to have taken place if it is "reasonable and justifiable in the circumstances".

Mr. Alyluia also invoked provisions of the Canadian Charter of Rights and Freedoms, similar to those in the Alberta statute, to substantiate his decision. He concluded that the rights guaranteed by the Alberta Act, and by the Charter, are "at the heart of our legal system" and should only be eliminated "under the most compelling circumstances". Though the relevant Alberta statute was not amended to bring it into line with the

Charter of Rights and Freedoms until after Professor Dickason had been forced to retire Mr. Alyluia found that the provisions in force when she retired offended section 15(1) of the Charter which had come into effect before her retirement.

## The collective agreement

Mr. Alyluia rejected a number of arguments, advanced by the University of Alberta, which are often made to justify the continuation of mandatory retirement and some of which have been endorsed by courts in British Columbia and Ontario. He rejected the position of the Uni-

versity that mandatory retirement is justified because the Faculty Association, representing its members, had freely entered into an agreement contracting out of the provincial human rights legislation. "If a contract provision offends human rights legislation it cannot stand," he said. There was, moreover, evidence before the hearing that the Association of Academic Staff, University of Alberta had questioned the legality of the mandatory retirement provision in the collective agreement.

## Retirement with dignity

Mr. Alyluia rejected the University argument that mandatory retirement allows under-achieving faculty members with long service to "coast" to age 65 and protects them from the ignominy of reprimand or dismissal. He noted that the University has "dismissal for cause" procedures and noted also the CAUT position that all faculty mem-

bers are expected to "pull their weight". He suggested that it is patronizing to imply that older faculty members should be treated differently from younger.

The evidence adduced at the hearing did not, in the view of Mr. Alyluia, establish a decline in academic performance with age and he accepted the evidence of Dr. K. Warner Schaie, Director of the Penn State Gerontology Centre, that while "decline in complex cognitive processes" does occur generally with age "significant" declines do not take place until the late 70's or early 80's.

In summarizing the "retirement with dignity" argument Mr. Alyluia commented:

"On the evidence presented I cannot find that there is a decline in ability which would render the vast majority of academic staff unable to function effectively as they approach or reach 65. There will obviously be some professors who are giving substandard performance at 65, but similarly such deficiencies could exist for staff at any age. It would be unwise, unfair and now illegal to stereotype and penalize the high or even adequate performance because he, or she, has reached the age of 65".

## University planning

Mr. Alyluia rejected arguments that mandatory retirement is a vital element in the University's planning process. He took the view that the number of variable factors in university planning (unpredictable resignations and deaths of fac-

ulty members, uncertain student enrollment and course selection, varying levels of government funding) "overwhelm the one constant of mandatory retirement".

## Faculty renewal

The report notes the generally agreed need to "transfuse regularly, original and dynamic ideas and personnel into the university community" through the appointment of young scholars. Mr. Alyluia took the view, however, that the increasing availability of early retirement options at Alberta and elsewhere "weakens the argument for mandatory retirement as a vital function of renewal" and notes that, in any event, the average age of retirement is declining in the United States and, probably, also in Canada. He accepts evidence that the number of faculty members who wish to continue to work beyond age 65 is small and that the abolition of mandatory retirement would have only a slight and short-lived negative effect on the ability of universities to hire younger (and cheaper) staff.

## Tenure

Mr. Alyluia recognizes in his report that tenure, as a means to protect academic freedom, "is the very heart of the professor-university relationship". He rejects, however, the argument made by the University that mandatory retirement is "part of the bargain made in the contract that tenured faculty will, for some three decades, have job security not conditioned upon a

"stay-or-go" performance appraisal". He points out that the University does have performance appraisal and dismissal procedures and suggests that "The reluctance (of the University) to implement the ultimate available sanction of dismissal is no defence to its availability".

He accepted evidence that the abolition of mandatory retirement in the universities in Manitoba has had no effect on tenure there and concludes: "No evidence was presented to satisfy me that the elimination of mandatory retirement would result in the demise of, or even serious injury to, the tenure system at the University of Alberta."

## Reasonableness of the university policy

In his judgement Mr. Alyluia examined whether the University of Alberta policy of requiring retirement at age 65 was sufficiently "reasonable" or "justified" to be allowed under either section 11.1 of the Alberta Individual Rights Protection Act ("A contravention shall be deemed not to have occurred if...the alleged contravention was reasonable or justified in the circumstances") or section 1 of the Charter of Rights and Freedoms (which requires that a limitation on a Charter right be reasonable and demonstrably justified in a free and democratic society).

Relying on the reasoning in a 1986 decision of the Supreme Court of Canada (*Regina v. Oakes*) Mr. Alyluia found that the objectives of the University mandatory retirement policy (to guarantee retirement with dig-

nity, to facilitate effective academic planning, to ensure academic renewal, and to preserve the tenure system) were not sufficiently important to warrant overriding the constitutionally protected right to continue to work beyond age 65 and could be attained without a compulsory retirement policy.

Mr. Victor Leginsky, appearing before the hearing for the Alberta Human Rights Commission, effectively prepared and argued the case. He had access, at no cost, to information, advice and documentation on mandatory retirement assembled by the law firm of Sack, Chamey, Goldblatt and Mitchell, which is counsel to CAUT and which is acting for CAUT in the case of a number of faculty members in several Ontario universities who are contesting the right of the universities in that province to require them to retire at age 65. OCUFA has associated itself with this action and has contributed 25% of the funds to date. Sack, Chamey also facilitated arrangements under which expert witnesses used in the Ontario case testified before the Alberta Board of Inquiry in Professor Dickason's case. CAUT Executive Secretary D. C. Savage was one of the witnesses. The Board of Governors at the University of Alberta will appeal the decision. The judgement of the Court of Appeal in the Ontario case is expected soon.

# Université de l'Alberta: la retraite obligatoire illégale

Le président de la commission d'enquête mise sur pied en vertu de l'Alberta Individual Rights Protection Act a confirmé le droit de Mme Olive Dickason de conserver son poste de professeur permanent à l'Université de l'Alberta après 65 ans malgré la politique de cette université d'obliger les professeurs à prendre leur retraite à cet âge. Mme Dickason, professeure au département d'histoire, a été forcée de prendre sa retraite le 30 juin 1985. Me Kenneth Joseph Alyluia, président et seul membre de la commission d'enquête, a clairement indiqué, dans son rapport rendu public le 23 octobre, que la politique de l'université était "contraire à la loi".

Dans son rapport, Me Alyluia fait remarquer que, en vertu de la loi de l'Alberta, un employeur agit illégalement lorsqu'il refuse de garder une personne en raison de son âge, alors que "l'âge" est défini comme étant "...18 ans ou plus". Il conclut, de plus, que la retraite involontaire de Mme Dickason ne peut être justifiée en vertu de l'article de la loi qui juge qu'il n'y a pas eu d'infraction si cela est "raisonnable et justifié dans les circonstances".

Pour établir le bien-fondé de son jugement, Me Alyluia invoque en outre les dispositions de la Charte canadienne des droits et libertés de la personne qui ressemblent à celles de la loi de l'Alberta. Il conclut que les droits garantis par la loi et par la Charte sont "au cœur de notre système judiciaire" et devraient être éliminés seulement "dans les circonstances les plus contraires". Quoique la loi de l'Alberta n'ait été amendée pour être compatible avec la Charte des droits qu'après que Mme Dickason eut été forcée de prendre sa retraite, Me Alyluia constate que les dispositions en vigueur au moment de sa retraite contreviennent à l'article 15(1) de la Charte qui a pris effet avant sa retraite.

## La convention collective

Me Alyluia rejette un certain nombre d'arguments avancés par l'Université de l'Alberta et qui sont souvent invoqués pour justifier le maintien de la retraite obligatoire. Des tribunaux de la Colombie-Britannique et de l'Ontario ont accepté certains d'entre eux. Il réfute la position de l'université selon laquelle la retraite obligatoire est justifiée parce que l'association des professeurs a librement conclu une

convention collective qui la dégageait de la loi provinciale sur les droits de la personne. Selon Me Alyluia, si une disposition dans un contrat contrevient à une loi sur les droits de la personne, elle est inacceptable. En outre, à l'audition, il a été prouvé que l'Association of Academic Staff, University of Alberta avait mis en doute la légalité de la disposition sur la retraite obligatoire de la convention collective.

## Une retraite digne

Me Alyluia réfute l'argument de l'université selon lequel la retraite obligatoire permet aux professeurs de longue date, dont le rendement laisse à désirer, de "jeter l'ancre" à 65 ans. Ils sont ainsi protégés de l'ignominie d'être réprimandés ou d'être congédiés. Il signale que l'université dispose de procédures de "congédiement motivé". Il fait également remarquer la position de l'ACPU selon laquelle l'on s'attend à ce que tous les professeurs "fassent leur part". Il laisse entendre que c'est faire preuve de condescendance que d'insinuer que les professeurs âgés devraient être traités différemment des jeunes professeurs.

D'après Me Alyluia, la

preuve produite à l'audition n'a pas établi une baisse du rendement en rapport avec l'âge et il accepte le témoignage du Dr K. Warner, directeur du Penn State Gerontology Centre qui a soutenu que le complexe processus cognitif s'affaiblit effectivement avec l'âge mais qu'une baisse "significative" ne se produit pas avant la fin de la septantaine ou vers l'âge de quarante-neuf ans.

En résumé l'argument de la "retraite digne", Me Alyluia déclare:

Selon la preuve présentée, je ne peux constater d'affaiblissement de la capacité qui empêcherait la grande majorité des universitaires de travailler efficacement dès qu'ils atteignent l'âge de 65 ans. Bien entendu, certains professeurs âgés de 65 ans seront moins productifs, toutefois, ces déficiences peuvent apparaître à n'importe quel âge. Il serait imprudent, injuste et maintenant illégal de faire des stéréotypes et de punir les personnes qui offrent un rendement supérieur ou même acceptable parce qu'elles ont 65 ans. (Traduction)

## La gestion de l'université

Me Alyluia rejette les argu-

ments selon lesquels la retraite obligatoire est un élément capital de la gestion de l'université. Il est d'avis que bon nombre de facteurs variables de la gestion de l'université, entre autres les démissions et les décès imprévisibles des professeurs, le taux d'inscriptions des étudiants et le choix de cours incertains, les divers paliers de financement gouvernemental, masquent la seule constante, la retraite obligatoire.

## Le renouvellement du corps professoral

Le rapport signale le besoin généralement reconnu d'injecter régulièrement des idées originales et du personnel dynamique dans le milieu universitaire en embauchant de jeunes universitaires. Il est d'avis, toutefois, que le nombre accru d'options offertes pour la retraite anticipée à l'Université de l'Alberta et ailleurs, diminue la portée de l'argument en faveur de la retraite obligatoire qui est un facteur important de renouvellement. Il fait remarquer que la moyenne d'âge de la retraite baisse aux États-Unis et probablement aussi au Canada. Il accepte l'évidence selon laquelle peu de professeurs désirent continuer à travailler

après 65 ans et que l'abolition de la retraite obligatoire n'aurait qu'un léger effet négatif de courte durée sur la capacité des universités à embaucher de jeunes universitaires à moindre salaire.

## La permanence

Dans son rapport, Me Alyluia reconnaît que la permanence, comme moyen de protéger la liberté universitaire, est l'essence même des relations entre l'université et les professeurs. Il réfute, toutefois, l'argument de l'université selon lequel la retraite obligatoire fait partie du marché conclu dans la convention collective et qui garantit la sécurité d'emploi aux professeurs permanents pendant toute leur carrière sans qu'ils soient soumis à une évaluation inconditionnelle du rendement. Il souligne que l'université dispose en effet d'une évaluation du rendement et de procédures de congédiement et laisse entendre que l'hésitation de l'université à appliquer la sanction ultime de congédiement n'exuse pas son existence.

Il accepte l'évidence que l'abolition de la retraite obligatoire dans les universités du

Voix UNIV/9



# Call For Nominations

## Appel de candidatures

Nominations are now being actively sought for election to the positions of CAUT President, Vice-President and Treasurer and to positions on the three CAUT Standing Committees (Academic Freedom and Tenure, Status of Women, Librarians) including, in particular, nominations for persons to Chair the Academic Freedom and Tenure Committee and the Librarians Committee. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May, 1988.

### Term of Office

The term of office for the President and Vice-President is one year. The term of office for the Treasurer is two years. The term of office for members of CAUT Standing Committees is three years.

### Nomination Procedure

Nominations should be sent to:

*Professor Allan Sharp  
Person Chairing  
Elections and Resolutions Committee  
CAUT  
Suite 1001  
75 Albert Street  
Ottawa, Ontario  
K1P 5E7*

They should include:

- ☐ A letter of nomination.
- ☐ A brief statement of why the nominator feels the nominee is qualified to serve.
- ☐ The agreement of the nominee to serve if elected.
- ☐ A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT)

and, for nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Nominations should be received, if possible, by March 31, 1988 except for nominations to the Academic Freedom and Tenure Committee which should be received by January 10 so that they can be considered by the Committee at its first meeting in 1988.

### Description of Positions

#### The President

Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

#### The Vice-President

Responsible, in particular, for relations between CAUT and its staff and, as a senior officer, for assisting the President with his or her responsibilities.

#### The Treasurer

Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

#### Committee Members

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nominated. In particular, a person nominated as Chair of the Academic Freedom and Tenure Committee should have a thorough understanding of the principle of academic freedom and tenure and considerable experience in handling the grievances of faculty members.

Nous sollicitons activement des candidatures aux postes de président, vice-président et trésorier de l'ACPU ainsi qu'à des postes aux trois comités permanents de l'ACPU (Comités de la liberté universitaire et de la permanence de l'emploi, du statut de la femme, des bibliothécaires), notamment à la présidence du Comité de la liberté universitaire et de la permanence de l'emploi et du Comité des bibliothécaires. Les membres affiliés individuels et les membres associés de l'ACPU ont le droit de présenter des candidatures.

Pour que l'ACPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil en mai 1988.

### Mandat

Le mandat du président et du vice-président est d'un an. Le mandat du trésorier est de deux ans. Le mandat des membres des comités permanents de l'ACPU est de trois ans.

### Méthode de mise en candidature

Il faut envoyer les candidatures à:

*M. Allan Sharp  
Président  
Comité des élections et résolutions  
ACPU  
Bureau 1001  
75, rue Albert  
Ottawa (Ontario)  
K1P 5E7*

☐ Les pièces suivantes doivent accompagner les mises en candidature:

- ☐ Une lettre de mise en candidature.
- ☐ Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues.
- ☐ L'accord du(de la) candidat(e) de siéger s'il (ou si elle) est élu(e).
- ☐ La fiche de renseignements remplie (Standard Information Form), disponible auprès des associations de professeurs ou de

l'ACPU; et, pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Le 31 mars 1988 est la date limite de réception des mises en candidature sauf pour celles destinées au Comité de la liberté universitaire et de la permanence de l'emploi dont la date limite de réception est le 10 janvier parce que le comité les étudiera à sa première réunion en 1988.

### Description des postes

#### Le(la) président(e)

La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

#### Le(la) vice-président(e)

La personne élue est responsable, en particulier, des relations entre l'ACPU et son personnel et, en tant que cadre supérieur, elle aide le(la) président(e) à s'acquitter de ses responsabilités.

#### Le(la) trésorier(ère)

Il incombe à cette personne d'établir des budgets provisoires et des bilans financiers. Elle doit veiller à la bonne gestion de l'Association pour préserver son intégrité financière.

#### Les membres des comités

Les candidats à des postes aux comités permanents doivent posséder une expérience considérable dans le champ de responsabilité du comité pour lequel leur candidature est proposée. En particulier, une personne proposée à la présidence du Comité de la liberté universitaire et de la permanence de l'emploi doit comprendre à fond le principe de la liberté universitaire et de la permanence et doit avoir une expérience considérable dans la procédure de règlement des griefs des professeurs.

## Levesque to undertake study for AUTNZ

CAUT Associate Executive Secretary Ron Levesque will be undertaking, at the request of the Association of University Teachers of New Zealand, a study of the functioning of the AUTNZ. The New Zealand Association had requested the CAUT to make Dr. Levesque available to them at their expense for this work, and the Executive agreed at a recent meeting.

The AUTNZ has felt the necessity for this review of its role owing to the debate that is

now occurring in New Zealand about the future of higher education.

Recently the Vice-Chancellors commissioned a report from a team headed by Dr. Ron Watt, former Principal of Queen's University. That report recommended, among many other matters, that there be a very substantial increase in the number of New Zealand students admitted to university and that various structures should be, as a consequence, reviewed.

The Labour government, itself, is particularly concerned about the future of higher education — a concern which was made clear by the decision of the Prime Minister to hold this portfolio as well. Dr. Levesque expects to complete his work in New Zealand in December and will be submitting a report early in the New Year.





# Crombie defends his education forum

by Carol Goar  
Reprinted from the  
Toronto Star

One of the first things David Crombie did when he became secretary of state was pay a visit to Quebec Education Minister Claude Ryan.

He remembered a speech Ryan had given a year earlier. One line in particular stuck in his mind: "There is a need for federal leadership; a leadership of inspiration and encouragement and support, not one of control and supervision."

Now he was in a position to do something about it.

Crombie asked Ryan how he could convert this goal into a practical plan of action. And together these two unlikely partners - the effervescent 51-year-old former Toronto mayor and the austere 62-year-old former Montreal newspaper editor - began to lay the foundation for Canada's first meeting of all players in the education system: Ottawa, the provinces, the colleges, the universities, the business community, organized labor, interest groups and students.

The conference took place in Saskatoon last month.

Crombie considered it "a hell of an event." But most of the journalists who were there focussed on the long-standing funding squabbles and turf wars that have characterized every meeting of educators in living memory.

"I was disappointed with the reporting," the minister said in an interview last week. "Fights about money - which are important - should always be within the context of what you want to do with it."

"I said this publicly and got hurt. But I mean it. There's no point in saying there needs to be more money. More money for what?"

"Basically, we hide behind fights about money and fights about structure because that way, you don't have to deal with the substance. It doesn't require knowledge and it doesn't require patience and it doesn't require hard work. You can just color in the squares and say: Fine, we've done that. What next?"

For instance, he contended, it makes little sense to pour more money into student aid until the funding system is re-structured to take into account all those who go to university or col-

lege at some time in their working life in order to upgrade their skills or prepare for a career change.

"Everybody is operating on the assumption that what you're talking about is a system that is to be a life-resource for all of us. That's most evident in the part-time student. But when it comes to student aid, we don't deal well enough with the part-time student."

Another case of putting the cart before the horse, Crombie maintained, is the current outcry for a new post-secondary education council. Liberal education critic Bill Rompkey proposed the creation of such a body to draft policy on questions of higher learning at the Saskatoon meeting.

How can a single council deal with problems as disparate as assisting foreign students, getting scientific research out of the university lab and into private business, setting admission standards and ending the federal-provincial rivalry that has paralyzed the education system, Crombie asked.

"The best way to go about reorganizing priorities is to deal with the issues one at a time. They all require different structures."

What pleased Crombie about the Saskatoon meeting was that it provided a starting-point for this long, difficult process.

For one thing it gave all the participants a common set of operating statistics. In the past, each group compiled and circulated its own funding and enrolment figures. None of the numbers matched. This made joint policy decisions difficult.

Secondly, the meeting got employers and educators, federal and provincial politicians, and students and bureaucrats talking to one another like human beings, not faceless adversaries. Many of the 600 participants have told Crombie, since the meeting, that the most important benefit of Saskatoon was the personal links that were forged.

Finally, the conference gave the issue of post-secondary education a national profile and a sense of urgency that it had never had before. "And that's not over," Crombie emphasized. "We're going to keep the spirit of Saskatoon going."

He has already compared notes with several of his provincial counterparts and will meet the rest of them at a federal-provincial education

ministers' meeting in February. The conference secretariat is still in business, working on a transcript and a video of the conference. And an intergovernmental committee has been set up to suggest new ways of allocating and delivering student aid.

As for the prickly question of funding, Crombie insisted that once the priorities have been set, the money will follow. "In my judgement, resources, whether they're human or financial, always go where people want them to go ultimately," he said. "That's why we're better off to solve the problems that have been put in the corner."

The most remarkable thing about the Saskatoon conference, in Crombie's view, is that it happened at all. Getting all the rival camps to sit down and reason together meant overcoming decades of mistrust and finger-pointing.

Perhaps Crombie was simply the right man at the right time. As a former teacher and community college administrator, he knew the academic community. As a former municipal politician, he understood how much education matters to the average voter. And as a



David Crombie

federal cabinet minister, he had the stature to take the lead.

"The hunger was out there," he acknowledged. "I just had to say: I think it's time to have lunch together and everybody crowded around looking for chairs."

Crombie wishes the critics had reviewed his lunch more favorably. But he still thinks it was a splendid meal.

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immigrants, the socially, economically and culturally disadvantaged; the disabled and foreign students. Dr. Brian Segal, Chairperson of the Forum, summarized it best when he said: "Let us not forget what we mean by this somewhat technical term accessibility. We mean that post-secondary education must be available to the sons and daughters of people who have not themselves had that opportunity. We also mean that the opportunity to enrich their lives should be available to all and not just the favoured few for whom it is taken as a natural expectation."

There was also consensus at the Forum that if Canada hopes to compete on a world-wide scale it must increase its research efforts substantially. Delegates expressed the view that basic research is best left to the universities while applied research can more suitably be conducted by the private sector.

Widespread agreement also existed over the need to end jurisdictional disputes related to post-secondary education. There was a common view that higher education is a shared federal-provincial responsibility with the provinces having constitutional jurisdiction over running post-secondary institutions and the federal government having a responsibility in promoting equality of educational opportunities across the country.

Underlying all these issues of

course was the matter of adequate funding for post-secondary education. It was on this item that I expected heated debate. But it was not to be.

Perhaps one of the reasons for this was a keynote address delivered at the beginning of the conference Maurice Strong, President of American Water Development Incorporated. His comments are worth repeating:

"We have never adequately appreciated the importance of the education system as an economic resource. Indeed our educational system must be seen as our main economic resource, the indispensable key to Canada's economic future. In economic terms alone, it will be more important to the economy than any of our traditional industries. As the application of knowledge becomes the principal source of comparative advantage in virtually every area of our economic life, we must look to our educational system to ensure that Canadians are provided with the knowledge, the skills, the attitudes and the disciplines required to keep us in the front ranks of the world economy."

Mr. Strong made it clear that this will require money. As he put it: "If we were to face a war, we would certainly find the money, and the challenge we now face in revitalizing and re-vamping our educational system is, if less dramatic, even more important to the future of Canada than any of the wars we have fought."

Delegates took this message to heart. A common theme throughout all the workshops was that much more was expected of universities - but everyone implicitly acknowledged that these expectations could not be fulfilled so long as governments continued to erode the basic funding support for our post-secondary institutions.

There were legitimate concerns expressed as to whether simply pouring more money into our post-secondary institutions would resolve many of our problems. While it is true, for example, that money alone will not necessarily create excellence in our universities, it is equally true that there are obvious limits to what can be done with continually shrinking funds.

As I left the Forum after four days of discussion I was heartened by what we had all achieved.

First, an enormous communications process had taken place. Business, labour and members of the university community identified key issues, developed a consensus on them and agreed on the need for urgent action.

Second, by either consciously or unconsciously suppressing differences that exist between them, delegates had a strong message to send to provincial and federal government representatives. That message in essence was: "We who represent large portions of the public at large reconciled our differences in order to come to some agree-

ment on the vital issue facing post-secondary education in this country. It is now time for both of you to stop using jurisdictional disputes to avoid dealing with these same issues."

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Manitoba n'y a eu aucun effet sur la permanence. Il conclut: "Aucune preuve présentée n'a réussi à me convaincre que l'abolition de la retraite obligatoire mettrait fin au système de permanence de l'Université de l'Alberta ou l'affaiblirait gravement."

### Le caractère raisonnable de la politique de l'université

Dans son jugement, Me Alylúa se demande si la politique de l'université de l'Alberta d'exiger la retraite à 65 ans est suffisamment "raisonnable" ou "justifiée" pour être permise en vertu de l'article 11.1 de l'Alberta Individual Rights Protection Act ("Une infraction est réputée ne pas s'être produite si (...) la soi-disant infraction était raisonnable ou justifiée dans les circonstances"). (Traduction) ou de l'article 1 de la Charte des droits et libertés qui stipule qu'une restriction à la Charte doit être raisonnable et sa justification doit pouvoir être démontrée dans le cadre d'une société libre et démocratique.

Se fondant sur le raisonnement d'un jugement de la Cour suprême du Canada rendu en 1986 (Regina c. Oakes), Me

Alylúa constate que les objectifs de la politique de la retraite obligatoire visant à garantir une retraite digne, à faciliter la gestion efficace de l'université, à assurer le renouvellement du corps professoral et à préserver la permanence, n'étaient pas assez importants pour garantir que l'on ne déroge au droit protégé par la constitution de continuer à travailler après 65 ans et pouvaient être atteints sans une politique de retraite obligatoire.

Me Victor Leginsky, qui a comparu à l'audition de la Commission des droits de la personne de l'Alberta, a préparé et défendu la cause avec efficacité. Il a eu accès, sans frais, à des conseils, à des renseignements et à de la documentation sur la retraite obligatoire que le cabinet d'avocats Sack, Charney, Goldblatt et Mitchell avaient compilés. Conseiller de l'ACPU, ce cabinet défend au nom de l'Association, la cause de plusieurs professeurs d'universités ontariennes qui contestent le droit de ces universités de les obliger à prendre leur retraite à 65 ans. L'UAPOU a participé à la défense de cette cause et, à ce jour, la financer à 25 %. Le cabinet Sack, Charney a également pris des dispositions afin que des témoins experts ayant servi pour la cause des professeurs de l'Ontario, comparaissent devant la commission d'enquête dans la cause Dickason. Le secrétaire général de l'ACPU, D. C. Savage, était

l'un des témoins. Le bureau des gouverneurs de l'Université de l'Alberta ira en appel de la décision. Le jugement de la Cour d'appel, en ce qui concerne la cause de l'Ontario, devrait être connu bientôt.



# CAUT protests cap on native funding

*The following correspondence between CAUT President John Evans and the Minister of Indian and Northern Affairs, Bill McKnight, deals with the federal government's imposition of a cap on the funding of native students in Canadian universities and colleges.*

September 1, 1987

Dear Mr. McKnight:

The *Globe and Mail* of 27 August states that the government has imposed a cap on the funding of native students in Canadian universities and colleges. We have confirmed the accuracy of the story with your office. I note that you are quoted as saying that the reason is the rapid growth of the number of native students. Surely this growth should be fully supported by the federal government — not undermined. To do otherwise would be a betrayal of the federal government's commitment to native students and would restrict one of the promising avenues of escape from the ghettoes of despair and disillusion. It is also ironic that this issue should arise just at the moment when the South African government has made its cynical offer to educate Canadian native students. I will be discussing this matter with the national council of the Canadian Association of University Teachers

at its meeting on September 12 and 13. I hope by then that you will be persuaded to change the government's policy and that, if you do, you implement it with sufficient speed so that students can attend the institutions for which they have secured entry this term.

John Evans  
President CAUT

September 1, 1987

Dear Mr. McKnight:

The Canadian Association of University Teachers understands that some native postsecondary students funded through Bill C-31 estimates are having difficulty in securing their funds for this coming term because of cash flow problems in the department. We urge you to ensure that none of these students are prevented from attending university this fall as a consequence of this problem. I would be grateful for an assurance from you that all such students will receive their funds in time for the beginning of the university and college year.

John Evans  
President CAUT

September 21, 1987

Dear Mr. McKnight:

The Council of the Canadian Association of University Teachers, meeting in Ottawa, passed the following motion in regard to the decision of your department to reverse its policy of providing funds for all native students who qualify for places in postsecondary educational institutions.

WHEREAS the federal government is committed to the full funding of qualified native students in Canadian universities;

AND WHEREAS in May the Department of Indian Affairs and Northern Development imposed a cap on this funding;

BE IT RESOLVED THAT the CAUT Council deplores the decision of the federal government to cap its support for native students and calls on the minister to rescind this decision.

We regard it as particularly unfortunate that you should implement this policy this month with the beginning of the school year just when the Pope in his visit to Fort Simpson has called on all Canadian governments to fulfill their responsibilities to the native people and when the Govern-

ment of South Africa has made its cynical offer of educational places for Canadian natives in South African educational institutions.

John Evans  
President CAUT

October 27, 1987

Dear Mr. Evans:

Thank you for your two telexes dated September 1, 1987 and your letter of September 21, 1987 regarding this department's post-secondary education program.

With regard to your first telex and subsequent letter, concerning the capping of support, I must first tell you that the level of funding has not been capped. Our budget for this program was increased by 15 per cent over last year and I expect that next year's budget will show an increase from that of the current year. We have simply stated that this program must remain within its budget, which has increased considerably to its current size of over \$93 million.

As for your comment on the timing of the announcement, I would like to point out that the interim changes to the program were outlined in my letter to all Chiefs and Councils last May 12, not in September.

With respect to applications from Bill C-31 registrants, these are funded from a separate budget. In order to ensure equitable treatment for all Indian post-secondary students, funding of C-31 applicants was made available until funds for other applicants were exhausted. Any cases of applicants being deferred were the result of the region's budget for the post-secondary program having been exhausted.

Post-secondary education continues to be a priority for this department. Changes to the program are intended to ensure that we make the most effective and equitable use of the resources available.

We are continuing to review the post-secondary grants program and will soon be consulting with Indian organizations in order to ensure that we provide a responsive and responsible program in support of post-secondary education.

Bill McKnight  
Minister of Indian and  
Northern Affairs

November 18, 1987

Dear Mr. McKnight:

Thank you for your letter of October 27th. We find your response to our concerns most regrettable and indeed caustic. You say that there is no cap on the funding of Indian and Inuit students who are qualified to enter postsecondary institutions of education. However,

the government of Canada in the past committed itself to fund all Indian and Inuit student who were qualified to enter universities or colleges. This year your department announced that it would no longer do so but only provide the funds for certain of those students. You then set up a scheme to indicate which students would be eliminated from consideration when the ceiling on the funds was reached. If that is not a cap, I really do not know what a cap is.

You state in your letter that funding was increased by 15 per cent over last year; however, according to the figures obtained from your Department, the difference between actual expenditures in 1986-87 (\$87 million) and the current budget allocation (\$93.7 million) represents a 7.7% budget increase.

You then went on in your letter to quibble about dates. We are, of course, aware that you announced the policy in May, but as we said in our letter, the effect for most students would be felt in September at the beginning of the new school year.

You also seem to indicate in your letter that some students funded under Bill C-31 will also be denied financial aid. We were under the impression that there had merely been a delay in providing these funds. If you are now telling us that the government has gone back on its promise to fund these students as well, we would be even more concerned.

However, what we find particularly deplorable is that there is no attempt in your letter to justify the policy of the department. We understand that the only rationale that has been offered is that there are too many Indian and Inuit students in higher education and that, therefore, the government has decided to reduce the number it will subsidize. This does seem to us a betrayal of the undertakings of the Government of Canada to the native peoples of this country. It is also particularly shortsighted since Canada surely wishes to encourage the maximum number of qualified native people to participate in higher education. We are sorry that you do not seem willing to discuss the merits of your policy. We will be printing this exchange of letters in the *CAUT Bulletin* so that our 26,000 members can judge for themselves.

J.H. Evans  
President CAUT



Dalhousie University

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Department of Pediatric and Community Dentistry  
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## Noticeboard Tableau d'annonces

THE INSTITUTE OF INTERGOVERNMENTAL RELATIONS, QUEEN'S UNIVERSITY, KINGSTON, ANNOUNCES THE FOLLOWING NEW TITLES: **Rebuilding the Relationship: Quebec and its Confederation Partners: Une Collaboration renouvelée. Le Québec et ses partenaires dans la confédération.** (P. 158) Rapport d'un colloque à Montréal, Québec, mai 1986; Peter M. Leslie, Québec, mai 1986; Peter M. Leslie, 089-11-447-1, \$8.00. Canada: L'état de la Fédération 1988 (translation of English version), Peter M. Leslie, 089-11-447-1, \$8.00. Under "Queen's Studies on the Future of the Confederation: Economic Resurgence and the Constitution Agenda: The Case of the East Coast Fisheries," Susan McCorquodale and A. Paul Press, 088-911-417-X, \$10.00. To Order Please Write: Publications Coordinator, Institute of Intergovernmental Relations, Queen's University, Kingston, Ontario, K7L 3N6.

**FIRST CANADIAN AIDS RESEARCH CONFERENCE:** Now Biotech, Canada's monthly biotechnology magazine, is sponsoring a special conference on AIDS. To be held January 26-28, 1988, Toronto, Canada. The object of the conference will be to provide a forum in which delegates can learn about important aspects of AIDS and how this research will impact on medical health care programs. International experts will address topics as: detection of AIDS, working with the virus; preparation of vaccines; and the functioning of viral proteins. Further information may be obtained from the Conference Office, Suite 4, 1172 Pembina Highway, Winnipeg, Manitoba, Canada, R3T 2K6, tel. (204) 474-1552/1617.

**1988 AAAC INSTITUTE ON ACQUISITION: "Bridging the Gaps: Language Development - Communities - Helping Children,"** July 9 to 16, 1988 in Calgary, Alberta, Canada. Sponsor: Alberta Alcohol and Drug Abuse Commission. Information: Mrs. W. Knapik, Institute Chairman, c/o AAAC, 7th Floor, 10509 Jasper Avenue, Edmonton, Alberta, CANADA, T5J 3M3. Telephone: (403) 421-2222.

**FIFTH ANNUAL CONGRESS OF THE CANADIAN SOCIETY FOR MEDICAL ANTHROPOLOGY / CINQUIÈME CONGRÈS ANNUEL DE L'ASSOCIATION CANADIENNE POLY (ANTHROPOLOGIE MÉDICALE)** May 11-15/16-11-15, May 1988. The University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W6. NB: CMAA/ACAM AGM - May 13th, 4-5:30 p.m. with/avec Dr. Morton Besser. Session organizers

and individual contributors should send Abstracts (10 words maximum) by January 15th/88. For those electing to submit abstracts in only one of the two languages, please indicate a translation to be submitted. Les organisateurs de séances et les participants individuels devraient envoyer les résumés (130 mots maximum) pour le 15 janvier, 1988. Ceux qui n'envoient qu'une seule langue, sont priés d'indiquer la somme de traduction. 25\$ pour frais de traduction.

**INTERNATIONAL CONFERENCE ON SOCIAL STUDIES EDUCATION - June 22-25, 1988 - Vancouver, Canada - "Focus on the Pacific Rim"** Sponsors and Associates: United States National Council for the Social Studies, The University of British Columbia, Washington State Council for the Social Studies, British Columbia Social Studies Teachers' Association, Simon Fraser University, Alaska Council for the Social Studies, University of Victoria. Registration Fee: \$125 (Can) or \$100 (U.S.). For further information please contact: The Pacific Rim Conference, c/o Faculty of Education, The University of British Columbia, Vancouver, Canada V6T 1Z5. Telephone: (604) 228-5274. Bina, usert@ubcnet.ig. \*\*\*SPECIAL PRICE CONFERENCE: June 19-21, 1988 - "Law vs. Learning: Examination on Obedience" a National Canadian Conference on Teaching Law in the Schools. Sponsored by the Public Legal Education Association of Canada. Hosted by the Faculty of Education, Simon Fraser University. Registration Fee: \$150 (Can.) \$115 (U.S.) or \$125 (Can.) \$100 (U.S.) before Dec. 31st. Please contact: Conference Services, Continuing Studies, Simon Fraser University, Burnaby, B.C. V5A 1S6; Telephone: (604) 291-3888.

**ABORIGINAL RESOURCE USE IN CANADA: Historical and Legal Aspects.** November 19-20, 1988, University of Manitoba. Sessions will include: St. Catherine's Milling Case, Inuit Claims Process, International Trade and Trapping, Aboriginal Fisheries, Wild Rice Production, Trapping Registration, Gitksan-Wet'suwet in Claim, Ninelth Canyon Reserve. List of Advocates and Witnesses: A Round Table. Participants will include: Nigel Banks, Barry Barton, James Bandukin, Eleanor Blain, A.P. Bobshaw, Sarah Carter, Peter Clancy, Ken Dabals, Barry Gattam, Bruce Gray, Olive Hodgins, Jean Friesen, Tony Hall, Bruce Hodgins, Victor Lynch, Bennett McCardie, John Oakes, John Taylor, Wayne Woodroffe, Jill Oakes, Laura Peers, A.J. Ray, Rick Riewe, Brian Smith, Irene Spay, M. Weir. **CONTACT:** Orla J. Friesen & K. Abel, Dept. of History, University College, The University of Manitoba, Winnipeg, Manitoba R2M 2K6. Tel. (204) 476-9551.

## CAUT membership for 1987-88

### Executive committee

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Marg Csapo (Ed Psychology & Special Ed) UBC

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### Elections and Resolutions Committee

Allan Sharp (Physics) UNB (Past-President)

Averil Gardner (English) Memorial

Mark Sandilands (Psychology) Lethbridge

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Carol Marley (McLennan Library - Rare Books) McGill

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Bob Moore, Secretary CAUT

## HISTORIC ..... 1

in South Africa and in particular to refrain from any action which could give support or comfort to the South African regime." It was endorsed by the Executive Committee.

CAUT plans to host the next meeting of the international faculty associations in Canada in January 1989. The Executive also agreed to consider a proposal for a joint scholarship to be funded collectively by the members of the international consortium.

Professor Bob Rodger of Dalhousie University, and Chairperson of the newly formed, Collaborative Bargaining Co-Operative, met with the Executive Committee to discuss the breakdown of responsibilities between the CAUT core functions and the duties of the new Collective Bargaining Co-Operative. It is expected that a document setting out the division of responsibilities will be completed in time for the January meeting of the Co-Operative and Council.

Other matters of importance discussed and acted on by the Executive Committee included:

- an endorsement of a brief prepared by the Canadian Civil Liberties Association on the proposed Emergency Act,
- support for and recommen-

dation to Council that it support, the "Roots Report" on Canada and Polar Science;

- agreement to participate on an advisory committee on foreign faculty which is being created by Employment and Immigration Canada;
- agreement to participate on an advisory committee on student aid set up by the Secretary of State.

The Executive considered several other policy statements including the role of part-time faculty members, guidelines on the Colloque. Les membres du comité ont discuté d'autres moyens de poursuivre cette lancée avant que l'enthousiasme ne s'effousse.

Le comité a également accusé réception d'un rapport sur la réunion internationale des associations de professeurs tenue à Dublin, en Irlande, au mois d'octobre. Bien qu'un congrès, lequel fut instauré en 1982 par l'ACPU, on n'y adopte généralement pas de résolutions, les délégués le firent pourtant en ce qui concerne l'Afrique du Sud. La résolution adoptée invite les gouvernements à "redoubler d'efforts pour effectuer de vrais changements politiques et sociaux en Afrique du Sud et en particulier à s'abstenir de poser des gestes qui pourraient appuyer ou encourager le régime sud-africain" (traduction). Le Comité de direction a approuvé

when the current lease expires in the summer of 1988.

Approval was given to forward payment of \$14,566 to the Confederation of University Faculty Associations of British Columbia as part of CAUT's existing policy to assist in the

## RÉUNION ..... 1

cette résolution.

L'ACPU prévoit accueillir la prochaine réunion internationale des associations de professeurs d'université au Canada en janvier 1989. Le Comité de direction a en outre accepté d'étudier un projet de bourses d'études mixtes auquel les membres du consortium international contribueraient financièrement.

M. Bob Rodger, professeur à l'Université Dalhousie, et président de la Coopérative de négociation collective, a rencontré le Comité de direction pour discuter de la répartition des fonctions de base de l'ACPU et les tâches de ce nouveau service. On espère que le document énonçant la répartition des responsabilités sera terminé à temps pour la réunion de la Coopérative et l'assemblée du Conseil en janvier.

formation of provincial associations.

The Executive Committee's next scheduled meeting will be in January 1988 prior to the Council meeting.

Le Comité de direction a discuté d'autres questions d'importance pour lesquelles il a pris des décisions:

- l'approbation d'un mémoire

rédige par l'Association canadienne des libertés civiles sur le projet de loi sur les mesures d'urgence;

- l'appui du rapport Roots intitulé "Le Canada et la science polaire" et la recommandation au Conseil de l'appuyer;
- l'acceptation de participer à un comité consultatif sur les professeurs étrangers mis sur pied par le ministère fédéral de l'Emploi et de l'Immigration;
- l'acceptation de participer à un comité consultatif sur l'aide financière aux étudiants créé par le Secrétariat d'Etat.

Le Comité de direction s'est penché sur plusieurs énoncés de principes dont ceux relatifs au rôle des professeurs à temps partiel, à l'enseignement dans les pays étrangers et aux surplus des caisses de retraite. Mme Marie-Andrée Bertrand a fait un compte rendu de l'Assemblée annuelle du Bureau canadien de l'éducation internationale, à laquelle a assisté l'ACPU, et a accepté de diriger une révision des politiques de l'ACPU en ce qui concerne les étudiants étrangers ainsi que le projet de convention de l'UNESCO sur la profession enseignante au niveau des études postsecondaires.

Le Comité de direction a consacré une bonne partie de son temps à discuter d'affaires

financières et administratives. Le trésorier a présenté la première ébauche du budget de l'ACPU de 1988-1989 aux fins de discussion. On a également accordé réception du rapport du vérificateur sur la situation financière de l'ACPU pour l'exercice financier se terminant le 30 juin 1987. Le comité a examiné des méthodes visant à réduire les frais généraux y compris la possibilité de trouver des locaux moins coûteux à la fin du bail actuel à l'été 1988.

Les membres ont autorisé le versement de 14 566 \$ à la Confédération of University Faculty Associations of British Columbia dans le cadre de la politique de l'ACPU visant à aider à la formation d'associations provinciales.

La prochaine réunion du Comité de direction aura lieu en janvier prochain avant l'Assemblée du Conseil.



## Notes from the USA

### Older professors' pensions seen damaged by stock drop; reform calls renewed

Faculty members in the United States who are nearing retirement may bear the brunt of the stock market's volatility, pension experts have predicted. The sudden drop in the market in mid-October put a large dent in the value of one of higher education's two leading pension companies, and quickly brought renewed cries that faculty members had been hurt by the companies' lack of flexibility. The Teachers Insurance Annuity Association and College Retirement Equities Fund received a "flurry" of telephone calls from participants wanting to check on their money, a spokeswoman said. Many participants wanted to transfer their money from C.R.E.F., which is stock-related, to T.I.A.A., which provides fixed annuities based mainly on long-term business loans and mortgages. Between September 30 and October 21, the C.R.E.F. fund lost more than 18 percent of its value. Such transfers are permitted only at the end of the month, however. Once the money is switched to T.I.A.A., it cannot be switched back to C.R.E.F. or into an outside fund. Faculty critics and several higher-education officials said October's events had painfully demonstrated the impact of the pension companies' inflexibility. They attacked T.I.A.A., C.R.E.F. for delays in introducing a money-market account, which several said would have helped faculty members prepare for the financial roller-coaster ride.

### Newest threats to academic freedom may come from faculty members, scholars tell AAUP

Scholars attending an October symposium on academic freedom sponsored by the AAUP expressed concern over indications that potential threats to academic freedom are coming more and more from faculty members themselves. While participants agreed that the present climate for academic freedom is generally favorable, they mentioned the following developments as signs that academic-freedom issues are becoming increasingly internal:

- A growing number of faculty lawsuits over tenure and appointment decisions may create a climate where faculty members are reluctant to speak freely.
- More faculty members are using the term "academic freedom" as a catch-all way to protest everything from parking policies to trustees' decisions, obscuring legitimate violations.
- Some professors fear their colleagues may invoke academic-freedom principles to justify tenure and appointment decisions that discriminate against women and members of minority groups.
- The rise of industry-sponsored research may lead scholars with lucrative private grants to compromise their research results to satisfy their sponsors.
- The collective-bargaining process could threaten academic freedom if professor's opinions on bargaining issues were used against them in tenure decisions, or if faculty groups were pressured to approve agreements that waive certain rights.

### One in four biology teachers supports teaching creationism

A quarter of the respondents in a survey of high-school biology teachers in Ohio say they believe that creationism should be taught alongside evolution, according to a study by a biology professor at Oberlin College. The study, based on a survey of more than 400 biology teachers at 296 schools in Ohio, also found that 88 percent of the teachers were teaching some component of evolution, and that 15 percent were presenting creationism in a favorable light to their students. A nationwide survey conducted 45 years ago found that more than 95 percent of teachers in 1942 taught evolution in their classrooms. Michael Zimmerman, who published a report of his study in the September issue of the *Ohio Journal of Science*, said he had no reason to believe the percentage of biology teachers in Ohio teaching creationism was any different from the national average, although no such survey has been done.

### MIT gets \$1.2 million to find ways to improve minority education

The Massachusetts Institute of Technology has received almost \$1.2 million to develop "A Blueprint for Action for the Education of Minorities." The institute plans to study what makes some minority-education efforts successful and then recommend national strategies to improve the education of minorities at all levels. The project, financed by a grant of \$1,182,000 from the Carnegie Corporation of New York, will focus on the education of American Indians, blacks, Mexican Americans, and Puerto Ricans. Members of these groups continue to lack the skills needed to participate effectively in an increasingly technology-based society, said Shirley M. McCabe, project director. Thomas Cole, Jr., chancellor of the Board of Regents of the State of West Virginia and a member of the project's planning committee, said the project's resource group was especially concerned about the shortage of minority students in math, science, engineering, and teaching majors. The group hopes to release its findings in June 1989.

## Reflection

*The tenure system, not flexible staffing, preserves excellence*

by Ernst Benjamin

*Ernst Benjamin is the Executive Secretary of the AAUP. This article is reprinted from Academic.*

Last year the National Institute of Education Study Group on the Condition of Excellence in American Higher Education, chaired by Kenneth Mortimer, recommended that "college administrators should reallocate faculty and other institutional resources toward services to first- and second-year undergraduate students." But by year's end Professor Mortimer issued different counsel:

Given the prevailing condition of scarce resources and environmental uncertainty, institutions of higher education need to become more flexible in academic staffing and to develop personnel strategies that will serve them well in allocating resources.

Will more flexible staffing practices — that is, evasion of the tenure system through part-time and non-tenure-track appointments — contribute to academic excellence?

This issue may be approached by examining two of its premises. First, does the current tenure rate of 57 percent of full-time faculty (50 percent of FTE's), or any likely prospective rate, actually diminish quality? The study offers no evidence that it does. For those who assume it does, I invite research by noting that most of the best universities have above-average tenure ratios: e.g., a casual selection of six distinguished independent universities (Harvard, Yale, Stanford, Columbia, Princeton, and Chicago) average 60.5 percent tenured; six distinguished public (Berkeley, Michigan, Illinois, Texas, UCLA, and Wisconsin) average 76.5 percent tenured.

Second, do tenure commitments deny administrators essential budgetary flexibility? Mortimer dramatizes the problem by observing that compensation may be 70 to 80 percent of a university's budget. Carol Frances estimates 60 percent. In either case, faculty are at most two-thirds of staff costs and tenured faculty possibly two-thirds of that for a net of 27 to 35 percent; and how many of these

positions would be programmatically dispensable even if not tenured?

The constraints of tenure aside, reliance on non-tenure-track and part-time faculty is contrary to the NIE prescription for excellence: more faculty involvement with students. For this reason, the report expressly recommends combining current part-time into full-time positions. And recommends using the best faculty in lower-division courses, rather than more part-time or non-tenured faculty or teaching assistants. And suggests that good teaching requires the scholarly attitudes of fully committed faculty, rather than part-timers or non-tenure-track teachers whose excessive teaching loads inhibit both serious scholarship and imaginative teaching.

Although some would dismiss these concerns with the observation that diminishing resources require sacrifice, Mortimer has shown elsewhere that non-tenurable positions have increased as a result of enrollment expansion rather than enrollment decline. This occurs because in expanding institutions the threat of future decline provides justification for evading tenure; whereas declining institutions generally give up non-tenured positions before turning to retrenchment.

Not diminishing resources, but the desire for rapid accommodation to student markets requires hiring in relatively costly high-demand areas and the consequent need to cheapen basic undergraduate education. This is accomplished by increased use of part-time and non-tenure-track teachers, as well as by increased lecture size and reliance on teaching assistants. Such cheapening of undergraduate education and accommodation to vocational demands are central to the decline in verbal skills and humanistic learning emphasized in recent reports. By limiting such manifestations of administrative "flexibility," the tenure system makes a contribution to academic excellence second only to its contribution to the preservation of academic freedom.

## Critique

*Le système de la permanence d'emploi, et non la dotation souple, assure l'excellence*

par Ernst Benjamin

*Ernst Benjamin est la secrétaire général de l'AAUP. Cet article est tiré de Academic.*

L'année dernière, le groupe d'étude du "National Institute of Education" sur les conditions d'excellence dans les établissements d'enseignement supérieur américains, que présidait M. Kenneth Mortimer, émettait la recommandation suivante: "Les administrateurs de collèges devraient procéder à la réaffectation des professeurs et des autres ressources de leurs établissements en vue de les mettre au service des étudiants des première et deuxième années du premier cycle." Mais à la fin de l'année, le professeur Mortimer donnait un conseil différent:

Étant donné la situation actuelle caractérisée par la faiblesse des ressources et l'incertitude générale, les établissements d'enseignement supérieur devraient faire preuve d'une plus grande souplesse dans l'embauche des professeurs et élaborer des stratégies de gestion qui leur permettront de procéder à une meilleure affectation des ressources.

Des méthodes d'embauche plus souples — c'est-à-dire la transgression du système de permanence de l'emploi au moyen de postes à temps partiel et de postes ne pouvant conduire à la permanence — contribueront-elles à l'excellence universitaire?

On peut abordar cette question en examinant deux de ses prémisses. D'abord, est-ce que le taux actuel de postes permanents, qui représente 57 pour cent des professeurs d'université engagés à temps plein (50 pour cent des effectifs selon l'équivalence temps plein), ou tout autre taux éventuel probable, diminue dans les faits la qualité? L'étude ne fournit aucune donnée permettant de l'affirmer. L'invite ceux qui supposent que c'est le cas à effectuer certaines recherches. Il suffit à cet égard de noter qu'au sein de la plupart des meilleures universités, la proportion des professeurs ayant obtenu la permanence de l'emploi est supérieure à la moyenne: par exemple, on constate dans six universités indépendantes de haute renommée choisies au hasard (Harvard, Yale, Stanford, Columbia, Princeton et Chicago) comptent, en moyenne, 60,5 pour cent de professeurs permanents; ils constituent en moyenne 76,5 pour cent du corps professoral de six universités publiques réputées (Berkeley, Michigan, Illinois, Texas, UCLA et Wisconsin).

D'autre part, les administrateurs se privent-ils d'une souplesse budgétaire essentielle en s'engageant à accorder la permanence de l'emploi? Mortimer dramatise le problème en observant que la rémunération peut constituer 70 à 80 pour cent du budget d'une université. Carol Frances lui attribue plutôt une proportion de 60 pour cent. D'une manière ou d'une autre, les professeurs ne reçoivent au plus que les deux tiers des sommes consacrées au personnel, et les professeurs ayant obtenu la permanence ne représentent possiblement que les deux tiers de cette dernière proportion, soit de 27 à 35 pour cent de l'ensemble des coûts. Et de

combien de ces postes pourrait-on se passer, même si aucun caractère permanent ne leur avait été attribué?

Les contraintes de la permanence mises à part, c'est contrevenir à la prescription du NIE pour parvenir à l'excellence, soit un plus grand engagement des professeurs à l'égard de leurs étudiants, que de compter sur des professeurs dont les postes ne peuvent conduire à la permanence ou sont à temps partiel. Pour cette raison, il est expressément recommandé dans le rapport de regrouper les postes actuels à temps partiel en postes à temps plein. On y recommande également d'utiliser les meilleurs professeurs dans les cours de niveau inférieur, au lieu de recourir pour ceux-ci à un nombre plus élevé de professeurs à temps partiel ou non permanents, ou encore d'assistants. De plus, on y laisse entendre qu'un enseignement de qualité nécessite le professionnalisme de professeurs pleinement engagés, au lieu de professeurs dont les postes sont à temps partiel ou ne peuvent conduire à la permanence, et chez qui la charge d'enseignement excessive entrave tant les travaux sérieux d'érudition qu'un enseignement imaginatif.

Bien que certaines personnes rejettent de telles préoccupations en faisant remarquer que la diminution des ressources exige des sacrifices, Mortimer a fait ailleurs la démonstration que le nombre de postes ne donnant droit à aucune permanence s'est accru suite à une augmentation des inscriptions plutôt qu'à une diminution de celles-ci. Cette situation résulte du fait que dans les établissements en essor, la menace d'un déclin futur permet de justifier l'absence de permanence des postes. À l'opposé, les établissements en déclin éliminent généralement les postes non permanents, avant de procéder à la réduction du nombre des professeurs permanents.

L'engagement dans des domaines très en demande mais relativement coûteux, et le besoin subséquent de réduire les coûts de l'enseignement de base du premier cycle, sont le résultat du désir de s'adapter rapidement à la demande étudiante, et non de la diminution des ressources. On parvient à réduire les coûts en ayant recours à un plus grand nombre de professeurs dont les postes sont à temps partiel ou ne peuvent conduire à la permanence, ainsi qu'en augmentant le nombre d'étudiants dans les cours magistraux, ainsi que l'utilisation des assistants. Une telle diminution des coûts de l'enseignement de premier cycle, et l'adaptation aux exigences du marché du travail, ont joué un rôle central dans la détérioration de l'expression verbale et le déclin des sciences humaines sur lesquels ont insisté certains rapports récents. En limitant de telles manifestations de "souplesse" administrative, le système de la permanence apporte une contribution à l'excellence universitaire qui n'est dépassée que par sa contribution à la préservation de la liberté universitaire.



# Shrum offers little insight into university career

by Michiel Horn  
Dept. of History  
Glendon College

An **Autobiography**, by Gordon Shrum, with Peter Stursberg, edited by Clive Cocking. Vancouver, University of British Columbia Press, 1986, 158 pp.

Few people loom larger in the history of British Columbia's universities than Gordon Merritt Shrum. A physicist who taught at UBC from 1925 to 1961, he also held a number of important administrative posts. Usually he held several at a time: during the Second World War, for example, he was head of the physics department, director of University Extension, commanding officer of the university's Canadian Officers' Training Corps and, after 1944, also head of the B.C. Research Council.

Indefatigable in the performance of his duties — the closing line of this book is, appropriately, "there is nothing wrong with hard work" — Shrum served his institution well. At the close of the war he almost singlehandedly enabled UBC to accommodate the veterans who flooded the university; he used his military connections to obtain over three hundred army huts. They remained on campus for years. Used as classrooms, offices, and residences, they were more or less affectionately called "Shrum's slums."

When the Board of Governors decided in 1961 that they would not postpone his normal retirement date, Shrum set out on another career. Premier W.A.C. Bennett made him head of B.C. Electric, recently taken over by the provincial government, and then, in 1962, co-chairman of the new B.C. Hydro and Power Authority. Although he was not a Social Credit party member, Shrum considered Bennett to be a genius, no doubt partly because the premier acknowledged Shrum's abilities and allowed him to get on with things. In 1963 Bennett asked him to become chancellor of the recently established Simon Fraser University and put him in charge of the construction of its first buildings.

Shrum left B.C. Hydro after the NDP took office in 1972, when he was 76, but continued to be active. At age 79 he helped the Vancouver Museum and Planetarium Association reorganize itself in order to attract more visitors and make ends meet; the following year Premier Bill Bennett put him in charge of the Robson Square courthouse project in downtown Vancouver. So much for compulsory retirement!

Shrum's life was long — he died in 1985 in his ninetieth year —, interesting and productive. Somehow this autobiography, prepared by Clive Cocking from taped interviews of Shrum by Peter Stursberg, does not quite do justice to it. The reader does get a sense of its subject, but the account is jerky and too densely packed with information.

An obvious contrast exists in Hugh L. Keenleyside's recent two volumes of *Memoirs* (McClelland & Stewart). Keenleyside joined the history department at UBC in the same year that Shrum came to the university. The historian left soon after and had a distinguished career in the public service of Canada and the United Nations, but in 1962 the paths of these two men merged once more. Keenleyside joining Shrum as co-chairman of B.C. Hydro.

Keenleyside's memoirs are elegantly written, steeped in time and place, and magnificently readable. Although Shrum's autobiography is much shorter, it is often heavy going. Perhaps this reflects a difference between Keenleyside, at bottom a literary man, and Shrum, a scientist who saw himself as a man of action. Possibly, too, it indicates a drawback of oral history: the spoken word does not often turn into a well-written book.

It is nevertheless worth reading. The early chapters deal with Shrum's childhood, student and war years. He was born on a farm in the Niagara Peninsula; among his forebears was William Hamilton Merritt, the initiator of the Welland Canal. Young Gordon Shrum went to university thanks largely to his father's Irish-born mother; he sensitively portrays his life as an undergraduate and graduate at the University

of Toronto and after the First World War. His experiences in that war — he was in the artillery — provide material for two of the book's fourteen chapters.

Having taken his Ph.D., Shrum went to UBC just as the institution was moving from the shacks on the downtown Fairview campus to its permanent home out at Point Grey. He went west against the advice of his mentor, John McLennan, who said he would not have the equipment to remain an active scientist and would instead become an administrator, even president. Shrum liked teaching, but had limited taste for a career in research. It was otherwise with administrative duties: he took to them with gusto. He liked to be in charge: "It is a wonderful feeling being a committee of one," he said about his later role in the construction of Simon Fraser University. He was also effective in delegating authority to good people.

He lacked the diplomatic skills that a president needs; but the presidents under whom he served, L.S. Klinck and Norman MacKenzie, had ample reason to appreciate his administrative talents. He was Mr. Fix-it, UBC's "chief expeditor", and the Board of Governors knew it. When during the war the Department of National Defence asked that Shrum be seconded to the ordnance school in Ontario the Board demurred, arguing that he was essential to UBC's contribution to the war effort!

From the university historian's point of view it is disappointing that only two chapters of this book deal with Shrum's thirty-six years at UBC. There is nothing here, for example, about his reaction to the traumatic events of the early 1930s, when the university's grant from the province was cut by more than half, and a good tenth of the professors lost their jobs. Perhaps it

was too painful to remember? He has little to say about the way UBC was run.

There is scant insight, too, into the problems that Simon Fraser University experienced during its early years. Shrum, who was both chancellor and chairman of the governing board in the mid- to late 1960s, saw faculty and student unrest as phenomena imported by radical foreigners, mainly from the United States. Simon Fraser, he writes, became "Berkeley North." He seems to be unaware that other Canadian universities had problems, and like these, Simon Fraser's were in large part home-grown.

The gaps in this book no doubt owe a lot to the advanced age at which Shrum put his recollections and views on record. He seems less reflective than one might have expected him to be, but certainly is opinionated. Yet he is not rigid: "I was wrong" is a phrase that occurs more than once. It does not figure much in his discussion of energy issues, however. Shrum went to his grave believing that the Fraser River should have been dammed, and damn the salmon fishery, and that British Columbia should have invested in nuclear power. His concern for environmental issues was not well-developed. The disposal of nuclear waste seems not to have worried him; his enthusiasm for nuclear power plants on the west coast of Vancouver Island was evidently untempered by the existence of the San Andreas Fault not far offshore.

Such opinions continue to be controversial and even questionable, as is one he expressed in the mid-1960s, that professors at Simon Fraser would be so good that they would not need or want tenure. (The irony of this remark, given the early history of SFU, goes unrecognized.) Probably less controversial is his view that "there are too many highly paid

administrators...in our whole educational system." Parkinson's First Law, that work expands to fill the time available for its completion, is fully evident in presidential, vice-presidential and deans' offices.

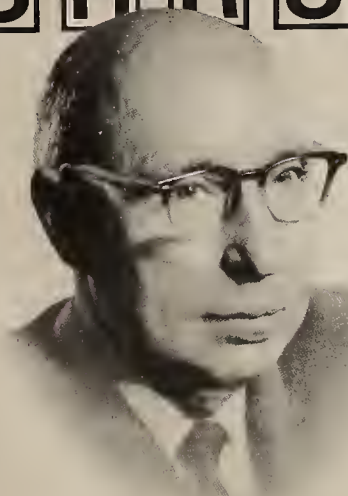
"Administration is so much easier than research and so much better paid," Shrum notes, "that it attracts many people who could make a greater contribution if they stayed in the laboratory." (Or in their classrooms and studies, one might add: Shrum's image of research is derived from the natural and applied sciences.) This strikes me as facile: some academic administrators find their duties difficult; others have no better use for their time.

Shrum's UBC was neither large nor rich enough to warrant much expenditure on administration. He recognized this as contributing to his effectiveness in his post-university career: "Keeping costs down came naturally to me. I had been thirty-six years in a university where we had to produce results without money." Underfunded though they may be, today's universities are opulent by the standards of the Thirties, Forties and Fifties.

Shrum was a highly able workaholic. To some extent he regretted this: because of it neither of his marriages lasted very long. But if he was ever seriously and lastingly unhappy this book provides little evidence. By his own standards, which in large part were the standards of the community in which he grew up, he was resoundingly successful. Was he the "compleat professor"? No, but he came close.

Michiel Horn is a professor of history at Glendon College of York University. His current project is a history of university autonomy, university governance, and academic freedom in Canada before 1960.

# GORDON SHRUM



Michiel Horn, professeur au département d'histoire du Collège Glendon, fait le compte rendu du livre de Gordon Shrum intitulé *An Autobiography*. Le livre brosse un tableau d'histoire "plus grand que la vie" de Gordon Shrum dans l'histoire des universités de la Colombie-Britannique, des ses débuts comme professeur de physique à l'Université de la Colombie-Britannique en 1925 jusqu'à sa fonction de chancelier de l'Université de la Colombie-Britannique, où il a œuvré pendant 36 ans. Shrum a occupé un certain nombre de postes administratifs importants et a contribué en grande partie à l'accueil à cette université des soldats qui revenaient de la guerre. L'ouvrage traite en outre d'histoire de Shrum comme directeur de la compagnie B.C. Electric, comme président des compagnies B.C. Hydro et Power Authority et mentionne les postes subséquents qu'il a occupés au gouvernement de la Colombie-Britannique.

AN AUTOBIOGRAPHY WITH PETER STURSBURG  
EDITED BY CLIVE COCKING



## Briefly...briefly...

### BC's minister's power over universities sparks fear

**VANCOUVER** — A number of senior academics in BC are warning that the autonomy of the province's universities is threatened by a new amendment to the Universities Act. UBC Vice-Presidents Daniel Birch and Albert McLean say a clause in the Act requiring that universities get ministerial approval before setting up a new degree program could be used by future governments to undermine university independence. And the head of UBC's Anthropology and Sociology Department, Pat Marchak, says the amendment makes universities "subservient to the political interests of the day." Dr. Birch and McLean are also worried about the amendment creating unnecessary procedures and bureaucracy. They say the newly formed Tri-Universities Presidents' Council is the best body to make such decisions. "Basically, the strategy of the three universities is, look, let us coordinate matters in our own house. There are a lot of implications that flow from whether the university is autonomous or whether it's just an arm of the government," says Dr. Birch.

### Ontario appoints new minister of Colleges and Universities

**TORONTO** — Lyn McLeod, who represents the riding of Fort William/Thunder Bay in Ontario's recently refurbished Liberal government, has been appointed the province's new minister of Colleges and Universities. Ms McLeod has a BA in Education from the University of Manitoba and an MA in clinical psychology from Lakehead University. She was a member of the Thunder Bay Board of Education from 1968 to 1983 and received an award from the Ontario Secondary School Teachers Federation for her contributions to secondary education. Ms McLeod worked as a psychiatrist in Thunder Bay and was on Lakehead University's Board of Governors. In response to questions from Lakehead's faculty association during the election campaign, Ms McLeod said she would support appropriate increases in basic funding for Ontario's universities for program development, staffing and needed expansion. Former professors and colleagues of the new minister describe her as "a firm hand", "extremely bright", and "an expert in conflict resolution".

### Trent first Ontario university to be audited

**PETERBOROUGH** — Trent is the first Ontario university to come under the scrutiny of Douglas Archer, the provincial auditor of Ontario. Mr. Archer says Trent was picked because it's small and relatively close to Toronto. A medium and large Ontario university will be chosen to undergo audits in 1988 and 1989. An inspection audit — the kind of audit being carried out at Trent — is a more limited version of the full audit usually carried out at fully funded government agencies.

Mr. Archer said that Ontario universities have opposed his intention to carry out inspection audits, a reluctance he attributes to the longstanding tradition of university autonomy. However, he added, his investigation is being confined to administrative procedures like purchasing, maintenance of records and control of assets and is not concerned at all with the academic side of the university.

### Dal President announces five-year plan to boost undergraduate study

**HALIFAX** — Dalhousie President Howard Clark recently announced a five-year plan aimed at improving the quality of undergraduate education at the university. He urged Senate and faculty members to adopt the goal as "a single strategic objective" for Dalhousie. A key part of the five-year plan will be a major symposium focusing on undergraduate education to be held in early 1988. The event will help clarify the nature, expectations and

experience of undergraduates at Dalhousie, Clark said. The symposium will also involve efforts to develop a clearer idea of the skills, knowledge and experiences which should be passed on to all undergraduates, and to determine how Dalhousie can most effectively promote such educational outcomes. Additional resources will be committed to assist the proposal including: improvement of classrooms, teaching materials, computers and instructional equipment; enhancement of the library collection; and strengthening of advising programs.

### UTFA hiring proposal causes stir

**TORONTO** — Proposed amendments to the University of Toronto's faculty hiring policy has caused a lively and sometimes heated debate on campus. The U of T Faculty Association and the Provost first proposed last May that changes be made to the University's hiring practices. According to the policy, in departments in which there is an imbalance between male and female faculty members, the most qualified member of the underrepresented sex would be hired unless a member of the other sex were "demonstrably better". The final wording for the proposed amendments is being hammered out amidst charges from several professors that they give an unfair advantage to women. Opponents of the policy changes say they will lead to reverse discrimination. They argue that they will introduce non-academic criteria into decisions that should be based exclusively on academic qualifications. Supporters of the amendments say they are a response to systemic prejudice in the appointment process as it now exists.

Under the proposed policy, search committees must include members of both sexes, and when this is not possible, a non-voting equity assessor will be added to the committee. Also search committees will be required to complete a questionnaire on the applicants and their qualifications. The questions will be carefully constructed to reveal any occurrence of subtle discrimination.

### New report on AIDS due out in 1988

**OTTAWA** — Researchers at hospitals and universities across the country are putting in overtime to get the first comprehensive report on the impact of AIDS in Canada ready for publication early in the new year. "There is concern that funds are becoming available to combat the AIDS problem and they are not necessarily being wisely spent. We need to decide what is right for Canada," said M.R. Dence, executive director of the Royal Society of Canada. The Society received a \$158,000 grant from the federal ministry of health and welfare to complete the study, which will examine the social, legal, ethical, medical, and economical impact of AIDS on Canadians. Mr. Dence said the most important part of the study is the research into realistic projections of the spread of AIDS in Canada.

Dr. Roderick Fraser, Dean of arts and sciences at Queen's University, is chair of the sub-committee on epidemiology and economics for the study. Dr. Fraser said the committee is trying to establish "as good a set of estimates as we can on the prevalence of persons with aids and the prevalence of those carrying the HIV virus." He said current estimates are "frought with uncertainty" and that we cannot depend on American projections.

### SFU to open major centre in downtown Vancouver

**VANCOUVER** — Simon Fraser University will open a major new educational centre in the heart of Vancouver next fall following October's signing of a lease made possible through the unprecedented co-operation of downtown business interests, the Province of B.C. and the City of Vancouver. A series of agreements will allow the university to take possession of more than 100,000 square feet of space at Harbour Centre Complex as of next January at no cost to the institution. Leasing costs for SFU's 30-year occupancy of the premises are to be financed through a \$13.5 million donation from an anonymous private donor. The owner of Harbour Centre, Polaris Realty Canada Ltd., will provide \$3.3 million to renovate the ground and second floors, space currently occupied by a Sears department store. The provincial government, meanwhile, has agreed to provide \$10 million over 10 years to help finance operational costs. The university is committed to raising another \$10 million for the

downtown campus through its Bridge to the Future capital fundraising campaign.

### U. of Calgary boosts tourism studies

**CALGARY** — Tourism is the largest industry in the world, yet postsecondary education for tourism professionals is underdeveloped. The University of Calgary is moving to change that situation. A committee was struck this fall to co-ordinate and expand tourism studies at the university. The chairman of the new Inter-Faculty Committee on Tourism Studies, management professor Brent Ritchie, says a number of recent developments in tourism education have made this type of structure vital. Prof. Ritchie says the Alberta government is putting out the message that it is serious about tourism education and the idea of postsecondary tourism education in particular is now coming into the forefront. The purpose of the committee, he says, is to get the whole university involved, making the study of tourism a truly interdisciplinary field at U of C. New programs could include a Bachelor of Commerce degree with concentrations in tourism and hospitality management through the Faculty of Management; a Master of Business Administration with a concentration in tourism management from the Faculties of Graduate Studies and Management; and possibly post graduate programs in tourism, hospitality, leisure, and transportation studies from the Faculty of Graduate Studies in association with Faculties of Social Sciences, Engineering, Management and Physical Education.

### After Ritchie : mixed reviews reported at Dalhousie

**HALIFAX** — Service provided by departments that went through the efficiency study conducted by Ritchie and Associates at Dalhousie University has improved in some areas and dropped in others, according to a report prepared by vice-president (finance and administration) Bryan Mason. The report shows mixed results in service levels where the Ritchie recommendations were implemented. In some areas recommendations were altered or ignored altogether. One unit that causes concern, says Dr. Mason, is the registrar's office where staff have less time for student counselling. In other "Ritchie" areas, the greatest service improvements have appeared in the physical plant, largely the result of scheduling changes which have standardized, if not improved, cleaning maintenance, security and mail services. The one-and-a-half year Ritchie study, completed late last year, is expected to save the university nearly \$1 million annually beginning in 1989-90, the year the university repays itself for the cost of the study. In all, 37.5 jobs were eliminated as a result of the study but there were no layoffs, Dr. Mason says.

### The federal government to review student aid

**OTTAWA** — The federal government has set up an Advisory Group headed by Stewart Goodings, Assistant Under Secretary of State for Education Support, to undertake a comprehensive review of federal government policy in regard to student aid. The CAUT has been asked to participate. The Executive named Dr. Ron Levesque as its representative. Dr. Levesque will be on sabbatical leave from January 1st but has agreed to undertake this task.

### SSHRC looking for new head

**OTTAWA** — The current President of SSHRC, Dr. William Taylor, retires on December 31 and there is currently a search going on for his successor. This is being headed by Jean Fournier, Under Secretary of State, Ronald Waits of Queen's University, and Michèle Fortin, a Quebec City consultant. The CAUT was asked to suggest criteria for the post and recommended that the candidate should be bilingual and have academic credibility, research experience, administrative competence and be sensitive both to women's issues and the importance of the social sciences and the humanities in both historical and contemporary analysis. The successful candidate, CAUT insisted that this not be a routine bureaucratic or patronage promotion and suggested that the candidate be interviewed by the relevant parliamentary committee.



#### SIMON FRASER UNIVERSITY Department of Psychology

Applications are invited for a tenure-track position in the area of EXPERIMENTAL SOCIAL, at the Assistant Professor level, beginning 1 September, 1988. This position is subject to budgetary approval. The successful candidate will teach undergraduate and graduate courses in Social Psychology. In addition, it would be helpful if he or she could teach undergraduate courses in Introductory Psychology, Experimental Methods, or Statistics. The candidate is expected to have an active program of scholarly research. Send letter of application, curriculum vitae, a representative sample of reprints, and arrange to have three referees send letters to Professor Hal Weinberg, Department of Psychology, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

#### UNIVERSITY OF TORONTO, CIVIL ENGINEERING.

The Department of Civil Engineering of the University of Toronto invites applications for a tenure stream faculty position at the rank of Assistant Professor in Engineering Materials and/or Structural Engineering. In exceptional cases an appointment at the Associate Professor level may be considered. A Ph.D. and clear evidence of potential for excellence in research and teaching is required. Applicants will be involved with teaching and research that emphasize one of the following areas: behaviour and design of concrete structures; engineering materials; the combination of computing capabilities with experimental and analytical structural behaviour and design. Must have a strong interest in establishing and managing research programs and in the incorporation of the results of research into professional practice. Salary commensurate with experience and qualifications. Detailed resumes with names of 3 referees should be sent to Professor S. M. Urmston, Chairman, Department of Civil Engineering, University of Toronto, Toronto, Ontario, M5S 1A5, Tel. (416) 978-3696. Effective date of all appointments is July 1, 1988, or as soon thereafter as possible. Closing date for receipt of applications: March 15, 1988.



#### SIMON FRASER UNIVERSITY Department of Psychology

Applications are invited for a tenure track position in the area of LEARNING AND MEMORY at the Assistant Professor level, beginning 1 September, 1988. This position is subject to budgetary approval. The successful candidate will teach undergraduate and graduate courses in Learning and Memory. In addition, it would be helpful if he or she could teach undergraduate courses in any of the following areas: Introductory Psychology, Perception, Cognitive Processes, Experimental Methods, or Statistics. An active program of scholarly research is also essential. Send letter of application, curriculum vitae, a representative sample of reprints, and arrange to have three referees send letters to Professor Hal Weinberg, Department of Psychology, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



## Status of Women

Rosalind Riseborough  
CAUT Staff



### Pay Equity

Pay equity involves equal pay for work of equal value, regardless of the gender of those performing the work. The concept is based on evidence that work done by women has been traditionally undervalued in comparison with work done by men. The lower value placed on women's work is reflected in lower wages for these kinds of jobs. The past practice of deliberately excluding women from those jobs traditionally performed by men has resulted in the overcrowding of women in lower paying occupations.

Recent pay equity legislation in Canada has sought to address gender discrimination in the wage setting process. In July, 1985, the Province of Manitoba assented to Bill 53, The Pay Equity Act. The Province of Ontario assented to Bill 154, An Act to provide for Pay Equity, in June, 1987. The Ontario bill will be proclaimed in January, 1988. Both the Manitoba and Ontario pay equity bills are similar in nature.

The pay equity legislation requires that totally different jobs, that is, the jobs mainly performed by women and the jobs primarily done by men, be evaluated according to a common scale. The scale used to measure job value is based on a composite of the skill, effort and responsibility normally required in the performance of the work and the conditions under which the work is performed. Workers in female dominated occupations would then be entitled to receive pay equal to those in male dominated occupations which have an equal value as measured by the common criteria. Comparisons are only made between jobs being done for the same employer.

Depending on how job classes are defined, university faculty and librarians may or may not be directly affected by pay equity legislation. Taken as a whole, faculty are male dominated (i.e. more than 70% male), although certain disciplines (e.g. nursing) or ranks may be dominated by women. In many university libraries, specific ranks may be female dominated.

It will be some time before the effects of the Ontario legislation will be evident, although negotiation of pay equity plans should begin almost immediately. Public sector employers, including universities, have two years in which to agree to a pay equity plan negotiated with their unionized staff. Plans for non-unionized staff may be prepared unilaterally by the employer.

The legislation passed by the Province of Manitoba is the first to include university teachers in the process of evaluating jobs to ensure equal pay for work of equal value for men and women. The legislation covers government employees as well as employees of government agencies, corporations and universities. The process was initiated among the government groups, followed by the other agencies and universities.

The provincial legislation set a ceiling of one per cent of payroll per year for four years for making the necessary salary adjustments. It appears that no additional funding will be provided by the province for conforming with the pay equity legislation, and that the necessary funds must be found within the current university budget.

The faculty at the University of Manitoba have been closely involved in the application of pay equity to the university. In 1986 the University of Manitoba formed a twelve member Pay Equity Group in order to implement the requirements of the provincial legislation. The Group includes representatives from all the unions and employee groups on campus, including the non-unionized workers and the university faculty. In the spring of 1987 CAUT and the Faculty Association acquired a consultant to advise on the process of choosing a job evaluation system, making the necessary modifications to the job evaluation system, and designing a questionnaire for creating comparable job descriptions for all the jobs to be evaluated.

During the spring of 1987, the Pay Equity Group of the University of Manitoba reviewed a number of job evaluation systems. A system designed by Hay Consultants was chosen, and is the process of being modified by the Pay Equity Group in order to take into account the special requirements of university teachers. Although the evaluation system was developed to meet the requirements of the pay equity legislation, the system allowed for a certain amount of flexibility in measuring the various parameters used for evaluating jobs.

At the University of Manitoba, a special pay equity job evaluation committee is about to start the process of evaluating jobs in each employee class. The committee includes a member of faculty. Ninety-two classifications were chosen to be evaluated, 59 of which are female dominated (70% female) and 33 of which are male dominated (70% male). In all classes except the "university professor" class, one job will be evaluated. Because of the diversity of tasks performed by professors, however, ten academic positions will be evaluated.

The evaluation committee will evaluate job questionnaires and assign Hay "points" to each job and class. In early 1988 the Pay Equity Group will determine which job classes require pay adjustments. A consensus must be reached about how to implement salary adjustments by October, 1988.

At the other universities in Manitoba the faculty associations have been less directly involved in the design of the pay equity process. The Hay guide system was also chosen at the University of Winnipeg and at Brandon University. The faculty associations feel the evaluation system does not apply well to university faculty but that modifying the system would not make significant improvements.

## Policy statement on a child care system for Canada

The following policy on child care was approved by the CAUT Council in September, 1987

In recognition of the continuing urgent need for child care options in Canada which will better enable women to take advantage of educational opportunities and to participate in the workforce and which give meaning to the right of children to high quality care, regardless of their family circumstances, CAUT supports the establishment of a Canada-wide system of comprehensive child care services which will enable parents to choose the service best designed to meet their children's needs, including licensed full and part-time group programs, licensed group programs for school-aged children, supervised family home care and resource and support services for parents and other people taking care of children at home.

Such a system must be founded on the following principles:

**Universality:** All children should have access to high quality child care services regardless of family circumstances. There should be sufficient program options to allow families to choose different services to meet different needs as they arise.

**High Quality:** Child care services should be licensed and regulated to ensure high quality.

**Affordability:** Child care services should be publicly funded, without direct cost to families.

**Parental Role:** Parents should have an active role in determining the child care environment.

**Provider Direction:** Child care providers should be involved in the decision-making process.

**Sponsorship:** Child care services should be non-profit and either community based or sponsored by employers with the participation of users of the services.

**Working Conditions:** Child care employees should be entitled to salaries, benefits and other terms and conditions of employment that reflect the value of their work and educational qualifications.

CAUT believes that the time is long overdue to add a national publicly funded child care system to Canada's universal social programs.

## Énoncé de principes sur un réseau canadien de services de garde d'enfants

L'énoncé de principes suivant a été approuvé lors de la réunion du Conseil de l'ACPU de septembre dernier.

Eu égard au besoin urgent et toujours présent d'une pluralité d'options au Canada pour la garde des enfants, qui donnera aux femmes plus d'occasions de poursuivre des études et leur permettra de jouer un rôle plus actif sur le marché du travail, et qui assurera le respect du droit des enfants à recevoir des soins de haute qualité, l'ACPU soutient la mise sur pied d'un réseau pancanadien de services complets de garde d'enfants, qui permettra aux parents de choisir les services les plus à même de répondre aux besoins de leurs enfants. Parmi ces services, mentionnons les programmes de groupes agréés à temps plein et à temps partiel, les programmes de groupes agréés destinés aux enfants d'âge scolaire, des soins et des ressources supervisés en milieu familial, ainsi que des services de soutien destinés aux parents et aux autres personnes assurant la garde des enfants à la maison.

Un tel réseau doit être fondé sur les principes suivants:

**L'universalité:** Tous les enfants doivent avoir accès à des services de garde de haute qualité, quelle que soit la situation financière de leurs parents. Les familles devraient disposer de suffisamment d'options de programmes pour être en mesure de choisir à leur gré différents services convenant à des besoins différents.

**La haute qualité:** Les services de garde d'enfants devraient être agréés et réglementés afin d'assurer le respect de normes élevées de qualité.

**L'accessibilité:** Les services de garde d'enfants devraient être financés par le gouvernement, sans aucun frais direct imposé aux familles.

**Le rôle des parents:** Les parents devraient jouer un rôle actif dans la détermination du type de garde donné à leurs enfants.

**La responsabilité des pourvoyeurs:** Les pourvoyeurs de soins aux enfants devraient faire partie intégrante du processus décisionnel.

**Le parrainage:** Les services de garde d'enfants devraient être à but non lucratif, gérés par la communauté ou parrainés par les employeurs avec la participation des utilisateurs de ces services.

**Les conditions de travail:** Les employés affectés à la garde des enfants devraient avoir droit aux salaires, aux avantages et aux autres conditions d'emploi reflétant la valeur de leur travail et les études exigées pour celui-ci.

L'ACPU estime qu'il est temps depuis longtemps d'ajouter un réseau de garde d'enfants financé par les fonds publics aux programmes sociaux universels offerts par le gouvernement canadien.



# That wonderful tax-free car

by Timothy J. McGee  
Faculty of Music  
University of Toronto

The advertisement could not have been more enticing for a real sabbatical-leave perk. All I had to do was pay for my VW in Canada, accept delivery in Germany, and it would be tax-free. The trick is this: since you don't pick up the car in Canada there is no Canadian tax, and although you do have to pay German tax when you accept delivery, since your purchase is for export, the entire amount is refunded when you leave Germany.

Of course there are a few small details: the tax break depends on staying out of the country for 12 months and owning the car for 6; and once you bring it back you must keep it for another 12 months before selling it. But those points didn't seem too confining and otherwise the deal appeared to be just too good to pass up, so I signed the contract and paid my money.

The 12 months out of the country was not going to be a problem since I had planned to be in Italy for 14. When I told the salesman that he said it was all the better! This proved later not to be the case, as I learned to my regret. I know now that I should have been more suspicious of the line in the VW literature stating that 12 months is the maximum length of German export registration. But when I quizzed the salesman on this point, he told me the situation was the same as Ontario — when the registration expires you just renew it. This is what the factory representative in Germany told me as well. They were both quite wrong.

What VW failed to make clear even in their written literature (to say nothing of the salesman's promises) was that many of the European countries are no longer willing to go along happily with this little tax fudge. Further, the 12-month registration limit is absolute, which could present a problem for anyone on full-year sabbatical leave. Even if there were no other complications, your time in Europe would have to be tightly calculated. If you return even as much as a day short of 365 you miss the full Canadian tax break. If you keep the car in Europe longer than the 365th day, it is not registered — and an unregistered car cannot be driven, exported, or sold!

But what if you could plan a trip that would satisfy these terms? Well, I assume there must be some European country that will allow you to drive around with special export registration for that length of time; it's just that I don't know of any. Germany insists that the car be exported within 6 months; France and Italy allow you only one month with export plates before you must do something about registration. Doing something means *importing* the car to that country and paying the Value Added Tax — almost fully negating any earlier tax savings. Furthermore, once you export the car from Germany (i.e. officially leave the country and request return of your tax), to go to another European country, you cannot re-enter, not even to bring your car to a German port to ship it back to Canada!

If the toll-takers or customs people catch you driving in France with export registration for more than a month they can force you to pay the tax and/or a fine. Since French law allows the officers involved to keep the fines they impose, they are more diligent than you might imagine for civil servants. I know of a case where a Canadian managed to reduce the fine from 3,000 francs to 600 by arguing with the government official. But I was told of another, less successful foreigner who was escorted to a bank *at gun point* in order to make a withdrawal to pay a much larger fine. (Another wonderful advantage of a credit card!)

In the end, through a Swiss law firm I was able to buy US registration for a substantial sum and export the car. But it was touch and go for months with day after day of exasperation and frustration as I sought help and followed up the useless advice from the Canadian government.

From my own experience, that of several friends, and the stories passed on by Consulate personnel in Italy, France and Germany, I would not advise the tax-free purchase. The European Community is obviously attempting to end this tax dodge and they are becoming more and more inflexible on the issue. It is apparently still legal to purchase a car for export, but many countries now have laws that negate most of the benefit.

But other than that, I had a wonderful sabbatical.

*Timothy McGee de l'Université de Toronto avertit les professeurs en congé sabbatique d'éviter le piège d'acheter une voiture en Europe et de l'exporter au Canada. Selon l'expérience de M. McGee et d'autres personnes, l'achat exempt d'impôt est à déconseiller. La communauté européenne semble essayer de mettre un terme à cette échappatoire fiscale et est de moins en moins souple à cet égard. L'achat d'une voiture en vue de l'exporter demeure légal mais de nombreux pays ont maintenant des lois qui nient la plupart des profits.*



And what else did I learn? I am almost embarrassed to admit that the principal lesson is "don't trust the word of a car salesman" — or a car manufacturer, for that matter. Second, if you have problems in Europe, your chance of getting help from the Canadian government is not as good as you might think it is.



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# CAUT Committee of Inquiry University of British Columbia Final Report

February 1987

*In the late summer of 1985 the CAUT Academic Freedom and Tenure Committee appointed a committee of inquiry to examine the circumstances surrounding the unilateral termination of twelve faculty appointments at the University of British Columbia. Professor Archie Malloch (then a member of the Department of English at McGill University) and Ken Norman (Law, Saskatchewan) prepared the report which appears below. By the time the report was completed it had been possible for the UBC Faculty Association to negotiate settlements of the grievances of each of the faculty members involved. The UBC Faculty Association and the Academic Freedom and Tenure Committee feel, however, that the events of the spring and summer of 1985 at UBC are sufficiently important to warrant a report to the Canadian academic community. The Malloch-Norman report is published with the approval of the CAUT Executive Committee.*

This committee of inquiry was established by the CAUT Academic Freedom and Tenure Committee in July 1985, and given the following terms of reference:

To examine the circumstances surrounding the actions of the administration, Senate and Board of Governors of the University of British Columbia which led to the termination of the appointments of tenured and untenured faculty members;

To determine whether the procedures used to formulate, approve and implement the policy under which the appointments were terminated were fair and appropriate in the circumstances, having in mind the standards established in the appropriate CAUT policy statements, the provisions of the Agreement on the Framework for Collective Bargaining and the provisions of the Agreement on Conditions of Appointment between the UBC Faculty Association and the University;

To determine whether those persons whose appointments have been terminated were treated fairly and in accordance with the principles of natural justice and, if they were not, to indicate in what way they were disadvantaged;

To make, in confidence to the Academic Freedom and Tenure Committee, any recommendations thought to be appropriate for the resolution of the dispute.

The members were formally advised of their appointment by letters dated September 6, and the President pro tem of the University of British Columbia and the President of the Faculty Association were advised by letter of the same date of the composition of the Committee, of its terms of reference, and of the investigational procedures which would govern the inquiry. Just before the Committee's first visit to Vancouver, one of the members, Professor Ursula Franklin of the University of Toronto, had to withdraw, and so the inquiry was conducted in the end by a committee of two.

The Committee visited the campus of the University of British Columbia on October 10-12 and again on December 12-13, and interviewed the following persons: P. Arlin, G.S. Beagrie, D.R. Birch, C.B. Bourne, G. Crampton, J. Dybikowski, J. Elder, P. Goldstone, L. Koroluk, B. Long, D. McKie, A.J. McLean, R. Menriam, S. Mindess, P. Montgomery, E. Ogryzlo, I. Ozier, D. Pavlich, G. Rosenbluth, R.W. Schultz, R.H.T. Smith, R. Spencer, E. Stradiotti, D. Strangway, P. Trent, J. Voris, B. White, R. Wyman, and D.J. Yeo. The members of the Committee are grateful to all of these persons for their help, and particularly to the President of the University and his officers, and to the President and Executive Officer of the Faculty Association for furnishing us with the documents we requested.

With a series of events as complex as those identified in our terms of reference, it may be best to begin with a sharp focus on the central events of May and June 1985. At a special meeting of the Senate of the University, convened on May 25 and resumed on May 27, resolutions were moved and

carried to discontinue certain academic programs and courses of instruction. The Senate resolutions were transmitted as recommendations to the Board of Governors of the University, and were approved by the Board at a meeting on June 6. On June 19 the Executive Committee of the Board approved a policy on the termination or non-renewal of faculty appointments consequent on such actions as those taken by the Senate on May 25 and 27. On June 25 the President pro tem of the University wrote to twelve faculty members in the Faculties of Dentistry and of Education informing them that he would be obliged to recommend to the Board that their appointments be terminated (in the case of the nine holding appointments without term) or that their appointments not be renewed (in the case of the three holding appointments with review). On June 27 the President pro tem wrote to these same faculty members giving them formal notice that the Executive Committee of the Board, empowered by the Board, had decided to terminate (or not to renew) their appointments. The faculty members were informed that their present appointments would continue for a further year and expire June 30, 1986.

In that one-month period between the end of May and the end of June 1985 there converged what had been two relatively distinct series of actions: (1) steps to define the academic priorities of the University in the face of an anticipated retrenchment of the operating budget; (2) attempts by the University and by the Faculty Association to reach agreement by negotiation on the criteria and procedures that would govern terminations or non-renewals of faculty appointments in circumstances of financial exigency and of redundancy.

As early as 1981-82 a committee chaired by the Vice-President (Academic) conducted a review of the academic programs of the University with an eye to possible budgetary retrenchment. In February 1982 the Senate Budget Committee, empowered by the University Act (36e), "to meet with the president and assist him in the preparation of the university budget", was further empowered by the U.B.C. Senate, "to make recommendations to the President and to report to Senate concerning academic planning and priorities as they relate to the preparation of the University budget". Acting under its enlarged mandate, the Senate Budget Committee made a first report on academic priorities in February 1983, and then a further and more specific report in September of the same year; both reports were approved by Senate. During the 1983-84 academic year, a committee advisory to the Vice-President (Academic) conducted a detailed review of academic programs, considering submissions from the deans of the various faculties. The findings of this committee were to be the point of departure for the Vice-President (Academic) in developing the proposals brought to Senate in May 1985.

At the same time that the viability of academic programs in the University was being reviewed by these several committees, the possible impact on faculty appointments of a reduction or discontinuation of programs was being discussed in a different forum. In 1979 an Agreement on the Framework for Collective Bargaining had been concluded between the University and the Faculty Association of the University of British Columbia (a body which had been incorporated under the B.C. Societies Act in 1976). This agreement (henceforth the Framework Agreement) made provision for other collective agreements between the two parties on a range of issues, including "matters concerning the criteria and procedures for appointment, re-appointment, promotion, appointment without term, termination of appointments, and appeals of faculty members" (Section 8.d), matters which already formed part of a (1975) agreement between the University and the Faculty Association. In the spring of 1980 a revised version of the 1975 agreement on Conditions of Appointment for Faculty (henceforth the CAF Agreement) was ratified, and remains in force as this report is written. Certain sections of the CAF Agreement are of particular relevance. Section 12, dealing

with financial exigency and redundancy, declares that the criteria and procedures for any alteration in the conditions of appointment of any faculty member because of financial exigency or because of redundancy will be negotiated in accordance with the provisions of the Framework Agreement, provided that the Agreement is in force. In Section 2, which defines the types of academic appointments, there is explicit reference to the termination of an appointment without term for reason of financial exigency or redundancy; and in Section 4, which sets out criteria for appointment, re-appointment, appointment without term, and promotion, there is explicit reference to the denial of re-appointment (or of appointment without term) for the same reasons. There has been some disagreement within the membership of the Faculty Association as to whether the CAF Agreement gives the University a right unilaterally to terminate appointments for financial exigency or redundancy (conditioned only by whatever criteria and procedures might be agreed upon under the terms of Section 12), or whether the right of the University to terminate appointments in fact waits upon an agreement (under Section 12) on criteria and procedures. In any case, the negotiations foreseen in Section 12 of the CAF Agreement began in the autumn of 1981, but without success. Negotiations were resumed in November 1983 and concluded with an agreement in March 1984 between the two negotiating teams. The draft agreement, however, was not ratified by the membership of the Faculty Association in the subsequent mail ballot.

In the early spring of 1984 when agreement on a financial exigency document seemed likely, President Pedersen implemented a provision in the draft agreement and established a President's Advisory Committee on Financial Matters for 1984-85 (with two members appointed by the Faculty Association), asking it to advise him "whether it agrees that the University faces a financial deficit over a mandate that it cannot reasonably be met without the termination of some term appointments with review or appointments without term, or without the non-renewal of some term appointments with review" — a mandate which followed verbatim the definition of a financial exigency in the draft agreement. The Committee, however, was unable to give the President clear advice on the matter he put to them, and concluded that, "Only the President can decide whether it is absolutely necessary for the University to terminate tenure-track appointments in 1984-85." The President in turn recommended to the Board of Governors at its meeting on April 12, 1984 that it defer a decision on the declaration of a state of financial exigency until the meeting of the Board in early May; and in the event, the Board made no such declaration. The question of a financial exigency was not formally addressed again at any time between the meeting of the Board in May 1984 and the events of June 1985.

In both the rounds of negotiation between the University and the Faculty Association (1981-82, 1983-84), the focus of attention was on the termination of appointments in a state of financial exigency, though there were on each occasion exchanges of documents on the subject of redundancy outside of financial exigency. Thus, in the spring of 1984, nearly four years after the amendment to the CAF Agreement which had introduced provisions for negotiating criteria and procedures on exigency and redundancy, there was still no agreement. Furthermore there had not been resort to the sole mechanism available under the Framework Agreement for breaking a deadlock in negotiations. And here some historical background is required.

A 1977 amendment to the University Act of British Columbia (Section 80) stipulates that, "the Labour Code does not apply to the relationship of employer and employee between a university and its faculty members". The Framework Agreement excludes strikes and lockouts (Section 13), but did in its original version provide for a form of interest arbitration (Section 10) which obliged the parties to submit to a committee of six tenured

U.B.C. faculty members any matter relating (inter alia) to criteria and procedures for re-appointment and termination of appointment on which agreement had not been reached within one year of the receipt of notice to commence negotiations. Decisions of the Committee of Six supported by at least four members were to be binding on the parties, though not in the case of procedures and criteria for termination of appointment, or layoff, for reasons of financial exigency — in which case, the decision was to have the force only of recommendation. Negotiations on exigency and redundancy had been commenced at the end of October 1981, and exactly eleven months later the chief negotiator for the Faculty Association confirmed in a letter to the chief negotiator for the University that they had agreed that the running of time under the Framework Agreement was suspended, and that the suspension would remain in effect until either the Faculty Association or the University gave notice that it no longer agreed to the suspension (J.P. Taylor to C.B. Bourne, 27 September 1982). This agreement meant effectively that the parties had agreed to forego the only help available to them under the Framework Agreement for resolving a deadlock in negotiations; consequently, during the period of more than a year between this agreement to suspend, and the resumption of negotiations in November 1983, during the negotiations of 1983-84, during the period between the ratification vote in the spring of 1984 and the resumption of negotiations in October 1984, the parties were under no pressure to reach agreement other than from their conjectures as to what the other party might do if their agreement was not to be reached. In the event, this agreement to suspend the running of time under Section 10 of the Framework Agreement ran out itself in early February 1985, when an amendment to the Framework Agreement eliminated Section 10 altogether.

The third round of negotiations on terminations and non-renewals of appointment in conditions of financial exigency commenced in October 1984 and were discontinued in March 1985 without agreement.

Thus, at the beginning of April 1985, nearly five years after the amendment to the CAF Agreement which had called for such negotiations, the only document in force was a collective agreement so worded as to make it possible for the University to argue that it enjoyed an unqualified right unilaterally to terminate (or not renew) appointments for reasons of financial exigency and redundancy.

During the course of the final, abortive negotiations between the Faculty Association and the University, President Pedersen was developing plans for meeting what he anticipated would be a \$6.6 million shortfall in the 1985-86 operating budget of the University. In early November 1984 he wrote to all members of the U.B.C. community to inform them of the steps he was taking, and to describe the tasks he had assigned to the Vice-President (Administration and Finance) and to the Vice-President (Academic). He had asked the latter to identify academic programs which might be discontinued, and to develop by December 21, 1984 a plan for such an eventuality. On January 9, 1985 President Pedersen wrote again to members of the U.B.C. community to inform them that it had not proved possible to meet the December 31 deadline, but that the planning by the two Vice-Presidents was proceeding.

On February 5, 1985 the Vice-President (Academic), Dr. R.H.T. Smith, wrote to the Deans of the Faculties, asking them to examine their program and course offerings, and to describe the basis on which instructional duties to faculty members were allocated. This review was to be conducted within the terms of the report of the Senate Budget Committee of September 1983. In addition, the Vice-President directed the attention of each Dean to specific programs in his Faculty which had been identified by the Vice-President's advisory committee during the 1983-84 session. He asked for responses as soon as possible, and in



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any event no later than March 8. One day before the date due, Dr. Pedersen, who had accepted appointment as President of the University of Western Ontario, resigned as President of U.B.C. Dr. Smith, the author of the February 5 letters to the Deans, was immediately appointed President pro tem. Shortly afterwards one of the recipients of the letters, Dean D.R. Birch of Education, was appointed Acting Vice-President (Academic).

After the replies from the Deans had been received and considered, Dr. Birch formulated tentative proposals for the discontinuation of certain programs and courses, and discussed these with the Deans concerned and with the Senate Budget Committee. These proposals, after some revision, were then communicated to the respective Deans, who were invited to meet with Dr. Birch in the Presence of the Senate Budget Committee, and accompanied by the Heads and Directors of units which would be directly affected, in order to respond to the proposals. These meetings took place in late April and early May, and from them Dr. Birch formulated the recommendations which were subsequently presented to the special meeting of the Senate at the end of May.

The notices of termination (or non-renewal) of appointment sent in June 1985 to the twelve faculty members stated that redundancy was the sole ground for the action, and were accompanied by copies of the Board of Governors' policy on termination and non-renewal of appointments for redundancy. The policy addresses redundancies which result from the actions of Senate. Senate is the body vested by the B.C. University Act with the academic governance of the University, and the body which is specifically empowered "to consider, approve and recommend to the board the revision of courses of study, instruction and education in all faculties and departments of the university", and also to "recommend to the board the establishment or discontinuance of any faculty, department, course of instruction" (Section 36f and i). If the terminations and non-renewals of appointments in June 1985 did indeed result from actions taken by Senate, then it becomes crucial to ask if those actions were taken in a regular and orderly manner.

When President Smith issued the call to the special meeting of Senate in late May, he reminded members of Senate that while they were accustomed to approve new academic initiatives, they were now to be asked to consider the discontinuation of units or programs. The possibility of such an action had been contemplated as far back as January 1982, when the mandate of the Senate Budget Committee was expanded to enable it "to make recommendations to the President and to report to Senate concerning academic planning and priorities as they relate to the preparation of the University budget". Acting under its expanded mandate, the Budget Committee (as we have seen) submitted reports to Senate in February and September 1983. These reports had provided a general set of priorities identified as "core academic activities", "core related activities" and "non core activities". In the final section of its September 1983 report the Budget Committee stated what it regarded as two self-evident principles: first, that if the University should accept the proposals as a framework for an academic plan, it should then immediately set to work to apply those proposals to the situation in which it found itself; and second, that whatever the exact process of implementation, it would need to be done with the due involvement of the academic bodies of the University, "in particular the faculties and the Senate". The application of the first of these two proposals began immediately with the formation of the committee advisory to the Vice-President (Academic) in the autumn of 1983. The application of the second proposal began with President Pedersen's directive to the Vice-President (Academic) in October 1984 to prepare a plan for the discontinuance of programs. However, when the process which began with President Pedersen's directive, and ended with the passage of resolutions in the special Senate meeting in May is examined, it seems clear that the fundamental condition set out by the Budget Committee in 1983 was not observed, namely, "the due involvement of the academic bodies of the university, in particular the faculties and the Senate". The proposal to discontinue the diploma program in Dental Hygiene was considered twice in meetings of the Faculty of Dentistry. But in the Faculty of Education, where the discontinuance of programs and courses led to the termination or non-renewal of nine faculty appointments, the proposals for discontinuance were

considered only by an ad hoc committee appointed by Dean Birch. They were not taken to either of the Faculty curriculum committees, nor to a meeting of the Faculty of Education itself. Furthermore, none of the proposals for the discontinuation of programs and courses was considered by the Senate Curriculum Committee, which is the established mechanism for assessing curriculum proposals before they come to a plenary meeting of Senate.

In short, the curricular proposals initiated by the Acting Vice-President (Academic) did not go through the regular process of collegial deliberation. They were considered instead by administrative officers who reported to the officer who initiated the proposals. They were considered also by the Senate Budget Committee, but that Committee—even with its expanded mandate—was not authorized to make academic judgements of programs and courses, nor had it claimed the right to do so when it reported to Senate in 1983.

It is the case that on May 25 and 27 Senate debated and approved a number of motions to discontinue academic programs and courses. But to a significant degree, the authority of Senate decisions on the curriculum depends on the process of deliberation which has led up to them, and which they in turn complete. When that process is radically abridged, when the motions to be debated come to a body of some 85 members (from many diverse constituencies) on barely three days notice, with a single page of information for each program to be discontinued, and the information about the programs mere page references to the University calendar, it is difficult to regard the Senate "decision" as other than a thumbs up/thumbs down procedure—difficult not to call its legitimacy in question.

The more closely we examine the process which began in President Pedersen's directives to the Vice-presidents (Academic and A&F), and culminated in the votes in Senate, the more clearly it presents itself as a hybrid of the academic and financial. There was a significant budgetary deficit anticipated. Certain reductions in expenses could be effected with little delay in the non-Faculty areas, but the major reductions would have to occur in the Faculty budgets (the greater part of which is academic salaries), and since a decision had been made—whether consciously or by default—not to declare a financial exigency, the reduction in academic salary expenses would have to come through the discontinuation of programs and courses, and a consequent elimination of academic appointments centred in those areas. In that scenario there was an ultimate deadline which had to be met, and which controlled the entire prior sequence of events. It was June 30, the last day in the contract year for faculty appointments. If there was to be a financial saving effected through the termination (with a year's notice) of faculty appointments, the Board of Governors would have to take and communicate its decisions by that date. And to open the door to such decisions, Senate would previously have had to recommend discontinuation of programs in which those appointments lay. And to make such action by Senate possible, proposals for discontinuing programs would in turn have had to be developed.

The ultimate deadline was met, but the prior schedule imposed by that deadline was so tight that for most of the proposals all the normal curricular deliberations that precede a Senate decision were omitted and were replaced by ad hoc executive procedures.

But the problem with the decisions taken by Senate was not simply that they were defective considered as academic decisions; they were defective because they were an attempt to deal simultaneously with two distinct questions, only one of which lay properly within Senate's jurisdiction: (1) Is there a financial deficit of such magnitude that it cannot reasonably be met without the termination or non-renewal of faculty appointments? (2) Given that there is a financial deficit of such a magnitude, are the following academic programs and courses the areas in which those terminations and non-renewals should fall? The President, in his call to meeting of Senate, said that the proposals of the Acting Vice-President (Academic) were "designed to enable the University to cope with its financial shortfall". But when the meeting of Senate began, it had not yet been established that the shortfall was of such an order as to warrant the termination or non-renewal of appointments. That question had been put to a specially appointed committee over a year earlier, but, as we have seen (supra, pp. 6-7), the commit-

tee, after its enquiries, passed the question back to the President without a clear finding; the President recommended to the Board that it defer a decision on the matter; and in the end, the Board made no finding on the matter, one way or the other. How then could Senate be asked to approve the discontinuation of specific programs and courses with the avowed purpose of reducing expenditure through the elimination of faculty positions, when the Board of Governors (which exercises authority over budget and faculty appointments) had not yet determined that such drastic action was required? In terms of institutional authority Senate could not be asked to take such action, but in fact it did, and on the basis of its action, the Board of Governors moved promptly to terminate and non-renew a number of appointments. The phenomenon becomes intelligible, though not reasonable, only if we hypothesize that what Senate was really being asked to do in May 1985 was to acknowledge that a state of financial exigency already existed. The means by which it made that acknowledgement was to pass a series of resolutions intended to cope with the exigency. This hypothesis cannot do away with the circularity of the action itself, but it can explain certain features of the whole process in the winter of 1984-85 which would otherwise remain puzzling, e.g. the almost complete neglect of established procedures of curricular deliberation, the central role of the Senate Budget Committee in the preparation of the proposals that came to Senate, the emphasis in the materials circulated to Senate on the total sums to be saved by the approval of the package of proposals, and the perfunctory, undocumented judgements of academic quality which dot the proposals.

During the summer of 1985 the terminations and non-renewals were defended by President Smith as "a consequence of recommendations for the discontinuance of academic programmes by the University Senate, the senior academic governing body of the University" (v. R.H.T. Smith to the President of CAUT, 5 July 1985); to the General Secretary of the Irish Federation of University Teachers, 31 July 1985; to the General Secretary of the Association of University Teachers, 31 July 1985). But that argument is tendentious, for when the recommendations of Senate are examined, they prove to have been neither essentially nor properly academic, but rather a hybrid financial/academic judgement.

If the process leading to the Senate decisions was seriously flawed, as we find it to have been, then the decisions themselves were inevitably also flawed, and in turn the consequent decisions of the Board. In this respect the decision of the Board in June 1985 to terminate (or not renew) appointments is open to challenge. Nevertheless, under our terms of reference, we are to consider whether the persons whose appointments were terminated were treated fairly, and therefore we now examine the Board decision itself, apart from any questions of the validity of the Senate action.

The Board decisions were taken in accordance with the "Policy on the termination or non-renewal of faculty appointments for redundancy resulting from Senate action", which was adopted by the Board on June 19, copies of which were sent to the twelve faculty members as attachments to the June 27 letters of notice. Section 1 of the policy reads as follows:

#### 1. Redundancy

The University may terminate the appointment of a faculty member holding an appointment with review or an appointment without term, or not renew the appointment of a faculty member holding a term appointment with review, on the ground of redundancy when on the recommendation of the Senate, the Board of Governors has decided to discontinue:

- (a) the administrative unit in which the faculty member holds an appointment (Faculty, Department, School, Institute, or Centre); or
- (b) within an administrative unit, a diploma, a degree, a division, or a set of courses of instruction to which a substantial part of the faculty member's duties has related during a period of years.

The pertinent subsection for the twelve faculty members was, of course, subsection (b).

The only recourse available for a faculty member affected by a decision taken in accordance with this policy is a process of review advisory to the President (Section 3.04). The grounds for such a review are set out in Section 3.01:

- 3.01 A faculty member whose appointment is being terminated or not renewed under Section 1(b) above shall have the right to have the decision reviewed by a review panel, provided that the only ground of review shall be whether a substantial part of the faculty member's duties has been related to the diploma, degree, division, or set of courses of instruction in question.

We find this review process fundamentally deficient. In a matter as serious as termination of appointment there needs to be a genuine appeal procedure which leads to a conclusive decision. What this policy provides is a process leading merely to a reconsideration by the officer who made the decision to recommend termination in the first place. But the terminations which took place under the terms of this policy pose a more specific problem. The implication of Section 3.01 is that the ground of review is the same as the ground on which the decision to terminate rested, namely that a substantial part of the affected faculty member's duties related to an administrative unit, or diploma, or division, or set of courses of instruction which has been discontinued by the Board of Governors on the recommendation of Senate. If it were to transpire that not all faculty members belonging to such a group had their appointments terminated, then it would be incapable that some further consideration had supervened to identify those who were to stay and those who were to go. And, in that further consideration would be found the immediate, effective reason for the terminations. To put it another way, if such a situation were to be found, then Section 1(b) would be revealed, not as the reason for the termination, but merely as a condition of eligibility to be considered for termination.

In fact, just such a situation came to our notice. The appointments of five tenured faculty members teaching in Industrial Education were terminated; the appointment of a sixth tenured faculty member, whose duties in the previous two years had been substantially the same as those of the other five, was unaffected. The Acting Dean of Education told us that he and the Head of the Department of Mathematics and Science Education had reviewed the six appointments, and on the basis of such criteria as professional qualifications, scholarly activity, seniority, and administrative experience, had identified five who were to go and one who was to stay. We do not challenge the relevance of these criteria, but if they were decisive (as we were told they were), then it is clear that the five faculty members were not in fact given the reasons for their terminations, when they were told in the letters of June 27 that the decision of the Board did not imply any criticism of their academic qualities nor any dissatisfaction with their performances, and were assured specifically, "The only reason for this decision is redundancy". Redundancy affected all six equally; yet not all six appointments were terminated. Thus, redundancy cannot be invoked as a sufficient reason for the terminations; rather it served to mask the stage of deliberation in which the decisions were actually made, and on grounds never communicated to the five faculty members.

We conclude therefore that in two respects the faculty members whose appointments were terminated (or not renewed) were not treated fairly:

- (1) because the Senate action on which the Board decision to terminate was explicitly based was itself flawed; and
- (2) because under the Board policy those faculty members were not afforded an adequate appeal against the decision. For the five faculty members in Industrial Education the unfairness was compounded by the fact that the effective reasons for the decision to terminate were not communicated to them.

A.E. Malloch, Department of English  
McGill University (chairman)

K. Norman, College of Law  
University of Saskatchewan



# Comité d'enquête de l'ACPU Université de la Colombie-Britannique Rapport définitif

Février 1987

En 1985, le Comité de la liberté universitaire et de la permanence de l'emploi a nommé un comité d'enquête pour étudier les circonstances qui ont mené au licenciement de deux professeurs à l'Université de la C.-B. M. Archie Malloch (du département d'anglais de McGill à l'époque) et Ken Norman (droit, Saskatchewan) ont rédigé le rapport ci-contre. L'association des professeurs a réussi à négocier le règlement des griefs de chacun des professeurs avant que le rapport ne soit terminé.

Mis sur pied en juillet 1985 par le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU, ce comité d'enquête avait le mandat suivant:

Examiner les circonstances qui ont poussé l'administration, le sénat et le bureau des gouverneurs de l'Université de la Colombie-Britannique de licencier des professeurs permanents et non permanents;

Déterminer si les procédures employées pour formuler, approuver et mettre en œuvre la politique de licenciement étaient justes et appropriées dans les circonstances, en tenant compte des normes établies dans les énoncés de principes pertinents de l'ACPU, des dispositions de l'accord-cadre pour les conventions collectives et des dispositions de l'entente sur les conditions de nominations entre l'association des professeurs de l'Université de la Colombie-Britannique et l'Université;

Déterminer si ces personnes licenciées furent traitées équitablement et conformément aux principes de justice naturelle et, si tel n'est pas le cas, indiquer comment elles ont été désavantagées;

Formuler, sous couvert confidentiel, des recommandations au Comité de la liberté universitaire et de la permanence de l'emploi jugées appropriées pour résoudre le litige.

Une lettre datée du 6 septembre fut envoyée aux membres du comité pour les informer de leur nomination. Le recteur par *interim* de l'Université de la Colombie-Britannique et le président de l'association des professeurs reçurent également une lettre datée du même jour les avisant de la composition du comité, de son mandat et des procédures d'enquête qui régiraient le comité. Tout juste avant la première visite du comité à Vancouver, Mme Ursula Franklin, professeure à l'Université de Toronto et membre du comité, dut démissionner. Finalement, l'enquête fut menée par un comité de deux personnes.

Du 10 au 12 octobre et du 12 au 13 décembre, le comité s'est rendu à l'Université de la Colombie-Britannique et a rencontré les personnes suivantes: P. Arlin, G.S. Beagrie, D.R. Birch, C.B. Boume, G. Crampton, J. Dybikowski, J. Elder, P. Goldstone, L. Koroluk, B. Long, D. McKie, A.J. McLean, R. Merriam, S. Mindness, P. Montgomery, E. Ogryzlo, I. Ozier, D. Pavlich, G. Rosenbluth, R.W. Schutz, R.H.T. Smith, R. Spencer, E. Stradiotti, D. Strangway, P. Trent, J. Voris, B. White, R. Wyman et D.J. Yeo. Les membres du comité remercient toutes ces personnes pour leur aide et, en particulier, le recteur de l'Université et ses adjoints ainsi que le président et l'adjoint administratif de l'association des professeurs pour lui avoir fourni les documents demandés.

Étant donné la complexité de la situation décrite dans notre mandat, il vaudrait peut-être mieux commencer par broser un tableau précis des événements survenus en mai et en juin 1985. Lors d'une réunion extraordinaire du sénat de l'Université convoquée le 25 mai et poursuivie le 27 mai, ce dernier proposa et adopta des résolutions visant à abolir certains cours et programmes d'enseignement. Le sénat transmit ses résolutions sous forme de recommandations au bureau des gouverneurs de l'Université qui les approuva à sa réunion du 6 juin.

Le 19 juin, le comité de direction du bureau des gouverneurs approuva une ligne de conduite résultant des décisions prises par le sénat les 25 et 27 mai et l'autorisait à licencier des professeurs ou à ne pas renouveler de contrats. Le 25 juin, le recteur intérimaire de l'Université envoya une lettre à douze professeurs de la faculté des sciences

dentaires et de la faculté des sciences de l'éducation pour les informer qu'il se voyait forcé de recommander au bureau des gouverneurs leur licenciement (dans le cas des neuf professeurs occupant un poste permanent) ou le non-renouvellement de leur contrat (dans le cas des trois professeurs occupant un poste sujet à une évaluation). Le 27 juin, le recteur intérimaire écrivait aux mêmes professeurs pour les aviser officiellement que le comité de direction du bureau des gouverneurs avait décidé, avec l'approbation de ce dernier, de les licencier ou de ne pas renouveler leur contrat. Ils furent informés que leur poste serait maintenu pendant un an, soit jusqu'au 30 juin 1986.

De la fin de mai à la fin de juin 1985, deux séries de mesures relativement distinctes furent prises: (1) des mesures pour définir les priorités d'enseignement de l'Université advenant une réduction prévue du budget de fonctionnement; (2) des tentatives de la part de l'Université et de l'association d'arriver à une entente en négociant des critères et des procédures qui régiraient les licenciements et le non-renouvellement des contrats des professeurs en cas de nécessité financière et d'excédent d'enseignement.

Dès 1981-1982, un comité présidé par le vice-recteur à l'enseignement avait examiné les programmes de l'Université en tenant compte d'une réduction possible du budget. En février 1982, le comité du sénat responsable du budget qui, en vertu de la loi sur les universités (36e) rencontre le recteur et l'aide à établir le budget de l'Université, fut également habilité par le sénat à formuler des recommandations au recteur et à faire rapport au sénat des questions relatives à la planification universitaire et aux priorités dans la mesure où ces fonctions touchaient à la préparation du budget de l'Université. Disposant d'un mandat élargi, le comité du sénat responsable du budget, déposa un premier rapport sur les priorités d'enseignement en février 1983. En septembre de la même année, il présenta un rapport plus précis. Le sénat approuva les deux rapports. Pendant l'année universitaire 1983-1984, un comité rendant compte au vice-recteur à l'enseignement examina à fond les programmes d'enseignement d'après les rapports des doyens des différentes facultés. Les conclusions de ce comité servirent de point de départ aux propositions que le vice-recteur à l'enseignement présenta au sénat en mai 1985.

Alors que plusieurs comités se penchaient en même temps sur la viabilité des programmes d'enseignement à l'Université, un groupe différent étudiait les conséquences possibles de la réduction ou de l'abolition de programmes sur les postes des professeurs. En 1979, l'Université et l'association avaient conclu un accord-cadre pour les négociations collectives. (Ce comité a été incorporé en vertu de la loi sur les sociétés de la C.-B. en 1976.) Cet accord, ci-après nommé accord-cadre, prévoyait d'autres conventions collectives entre les deux parties pour une gamme de questions, notamment les questions relatives aux critères et aux procédures de nomination, de renouvellement, de promotion, de nomination permanente, de licenciement et d'appels de la part des professeurs (article 8.d). Ces questions s'inscrivaient déjà dans le cadre d'une entente datant de 1975 entre l'Université et l'association de professeurs. Au printemps de 1980, une version révisée de l'entente de 1975 sur les conditions de nomination des professeurs, nommé ci-après l'accord CNP, fut ratifiée. L'accord est toujours en vigueur au moment de la rédaction du présent rapport. Certains articles de cet accord sont particulièrement pertinents. L'article 12, par exemple, qui porte sur la nécessité financière et l'excédent d'enseignement, stipule que les critères et les procédures modifiant les conditions de nomination des professeurs en raison de nécessité financière ou d'excédent d'enseignement, seront négociés au moyen d'une convention collective entre les parties conformément aux dispositions de l'accord-cadre, pourvu que ce dernier soit en vigueur. L'article 2, qui définit les genres de nominations universitaires, fait explicitement référence à la

révocation d'un poste permanent en raison de nécessité financière ou d'excédent d'enseignement; par ailleurs, l'article 4, qui établit les critères de nomination, de renouvellement, de nomination permanente et de promotion, fait explicitement référence au refus de renouveler un contrat (ou le refus d'une nomination permanente) pour les mêmes raisons. On a signalé quelques désaccords parmi les membres de l'association des professeurs. Certains se demandaient si l'accord CNP autorisait l'Université à licencier unilatéralement des professeurs pour des raisons de nécessité financière ou d'excédent d'enseignement (sous réserve seulement des critères et des procédures qui pourraient être convenus en vertu de l'article 12) ou si le droit de l'Université d'abolir un poste servait une entente (en vertu de l'article 12) sur les critères et les procédures. Quoiqu'il en soit, les négociations prévues à l'article 12 de l'accord CNP déboutèrent à l'automne 1981, sans porter fruit. Elles reprirent en novembre 1983 et, en mars 1984, les deux parties conclurent une entente. Toutefois, les membres de l'association des professeurs ne ratifièrent pas l'entente lors du scrutin postal subséquent.

Au début du printemps de 1984, devant une entente probable sur un document relatif à la nécessité financière, le recteur, M. Pedersen, intégra à l'entente provisoire une disposition et mit sur pied un comité consultatif du recteur responsable des questions financières pour 1984-1985 dont deux de ses membres furent nommés par l'association des professeurs. Ce comité avait pour mandat de lui dire s'il reconnaissait que l'Université faisait face à un déficit si considérable qu'il ne pouvait raisonnablement être épongé sans le licenciement des professeurs occupant un poste à durée limitée et sujet à évaluation ou un poste permanent, ou sans le non-renouvellement de certains postes à durée limitée sujets à évaluation. Ce mandat répétait textuellement la définition de la nécessité financière inscrite dans la convention provisoire. Toutefois, le comité ne put conseiller le recteur et conclut que seul le recteur pouvait décider s'il était absolument nécessaire que l'Université abolisse des postes menant à la permanence en 1984-1985. En revanche, le recteur recommanda au Bureau des directeurs, lors de sa réunion du 12 avril 1984, de reporter à sa réunion de mai sa décision de déclarer une situation de nécessité financière. Le bureau de direction ne fit donc aucune déclaration. Officiellement, la question ne fut pas abordée de nouveau entre la réunion du bureau tenue au début de mai 1984 et les événements de juin 1985.

Pendant les deux rondes de négociations entre l'Université et l'association de professeurs, soit en 1981-1982 et 1983-1984, on s'attarda sur la question des licenciements en situation de nécessité financière, bien qu'il y ait, à chaque occasion, des échanges de documents relatifs à l'excédent d'enseignement à la part la nécessité financière. Ainsi, au printemps de 1984, près de quatre ans après la modification apportée à l'entente CNP qui avait introduit des dispositions prévoyant des critères et des procédures de négociation sur la nécessité financière et l'excédent d'enseignement, il n'y avait toujours pas de convention. De plus, on n'avait trouvé aucun expédient à la seule procédure disponible en vertu de l'accord-cadre pour rompre l'impasse dans les négociations. Il est maintenant nécessaire de relater quelques faits.

Selon un amendement apporté en 1977 à la loi sur les universités de la Colombie-Britannique (article 80), le code du travail ne s'applique pas aux relations employeur-employés dans le cas d'une université et de ses professeurs. L'accord-cadre exclut les grèves et les lock-outs (article 13). Toutefois, dans sa première version, il prévoyait une forme d'arbitrage d'intérêt (article 10) forçant les parties à soumettre à un comité de six professeurs permanents de l'Université de la Colombie-Britannique toute question relative (entre autres) aux critères et aux procédures de licenciement pour lesquels aucune entente n'avait été conclue dans l'année suivant la réception de l'avis annonçant le début

des négociations. Les décisions du comité de six personnes, appuyées d'au moins quatre membres, étaient exécutoires pour les parties, sauf dans le cas des procédures et des critères de licenciement ou de mise en disponibilité en cas de nécessité financière. A ce moment-là, la décision n'avait que le pouvoir d'une recommandation. Les négociations étant entamées depuis la fin d'octobre 1981, le négociateur en chef de l'association des professeurs confirma par écrit, exactement onze mois plus tard, au négociateur en chef de l'Université qu'il avait convenu de suspendre l'échéancier des procédures en vertu de l'accord-cadre et que cette suspension demeurerait en vigueur jusqu'à ce que l'association ou l'Université informe l'autre partie qu'elle n'accepte plus la suspension (J.P. Taylor à C.B. Boume, le 27 septembre 1982). Cette entente signifiait, en effet, que les parties s'étaient entendues pour renoncer au seul recours dont elles disposaient pour résoudre l'impasse dans les négociations. En conséquence, pendant la période entre cette suspension et la reprise des négociations en novembre 1983, période qui a duré plus d'un an, pendant les négociations de 1983-1984, pendant la période entre voie de ratification au printemps 1984 et la reprise des négociations en octobre 1984, les parties ne subirent aucune pression pour conclure une entente autre que celle de se demander ce que l'autre partie ferait si elles n'arrivaient à une entente. En fait, l'accord pour suspendre l'échéancier en vertu de l'article 10 s'élimina de lui-même au début de février 1985 lorsqu'un amendement fut apporté à l'accord-cadre pour biffer l'article 10.

La troisième ronde de négociations sur les licenciements et le non-renouvellement de contrats en cas de nécessité financière débuta en octobre 1984 et fut interrompue en mars 1985 sans qu'une entente ne soit conclue. Ainsi, au début d'avril 1985, soit près de cinq ans après qu'un amendement fut apporté à l'accord CNP, le responsable de ces négociations, il n'existait plus qu'un document en vigueur, soit cette convention collective rédigée de telle façon qu'elle permettait à l'Université de prétendre qu'elle jouissait d'un droit inconditionnel de licencier unilatéralement (ou de ne pas renouveler un contrat) des professeurs en cas de nécessité financière ou d'excédent d'enseignement.

Au cours de la dernière ronde de négociations, qui fut avortée, entre l'association de professeurs et l'Université, le recteur, M. Pedersen, dabora des solutions pour éponger un manque à gagner prévu de 6,6 millions de dollars dans le budget de fonctionnement de l'Université de 1985-1986. Au début de novembre 1984, il écrivit à tous les employés de l'Université pour les informer des mesures qu'il allait prendre et pour décrire les tâches qu'il avait assignées au vice-recteur à l'administration et aux finances et au vice-recteur à l'enseignement. Il avait demandé à ces derniers de lui indiquer les programmes d'enseignement qui pourraient être éliminés et d'établir un plan avant le 21 décembre 1984 dans une telle éventualité. Le 9 janvier 1985, le recteur écrivit de nouveau aux employés de l'Université pour leur annoncer que la date limite du 21 décembre n'avait pu être respectée mais que les deux vice-recteurs poursuivaient leur planification. Le 5 février 1985, le vice-recteur à l'enseignement, M. R.H.T. Smith écrivit aux doyens des facultés pour leur demander d'examiner leurs programmes et les cours offerts et de lui décrire comment étaient attribuées les tâches d'enseignement des professeurs. Cette enquête devait être menée dans le cadre du rapport du comité du sénat responsable du budget de septembre 1983. En outre, le vice-recteur indiqua aux doyens des programmes précis dispensés par leur faculté respective que le comité consultatif du vice-recteur avait identifié pendant la session 1983-1984. Il demanda aux doyens de lui répondre aussi tôt que possible avant le 8 mars. Un jour avant la date limite, M. Pedersen, qui avait accepté le poste de recteur de l'Université Western Ontario, donna sa démission à titre de recteur de



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l'Université de la Colombie-Britannique. M. Smith, l'auteur de la lettre du 5 février aux doyens, fut nommé directeur nommé recteur intérimaire. Peu après, l'un des destinataires de la lettre, le doyen de la faculté des sciences de l'éducation, M. D.R. Birch, fut nommé vice-recteur intérimaire à l'enseignement.

Après avoir étudié les réponses des doyens, M. Birch formula des propositions visant à éliminer certains programmes et cours et en discutait avec les doyens intéressés ainsi qu'avec le comité du sénat responsable du budget. Ces propositions, après avoir été quelque peu révisées, furent communiquées aux doyens visés qui furent invités à rencontrer M. Birch en présence du comité du sénat responsable du budget et accompagnés des directeurs des unités d'enseignement touchées pour qu'ils puissent répliquer aux propositions. Ces réunions eurent lieu vers la fin d'avril et le début de mai. A partir de ces rencontres, M. Birch formula des recommandations qui furent ensuite présentées à l'assemblée extraordinaire du sénat à la fin de mai.

Les avis de licenciement ou de non-renouvellement envoyés en juin 1985 aux douze professeurs stipulaient que l'excédent d'enseignement était le seul motif. Une copie de la ligne directrice du bureau des gouverneurs sur les licenciements et le non-renouvellement des contrats en cas d'excédent d'enseignement accompagnait chaque lettre. Cette ligne directrice traite des cas d'excédent d'enseignement décidés par le sénat. Ce dernier est investi par la loi sur les universités de la Colombie-Britannique du pouvoir de diriger l'aspect enseignement de l'université. Cet organe est particulièrement habilité à étudier, à approuver et à recommander au bureau des gouverneurs la révision des cours, des programmes d'études dans toutes les facultés et tous les départements de l'université et à recommander au bureau la création ou l'abolition d'une faculté d'un département ou d'un programme d'études (article 36f et i). Si les congédiements et le non-renouvellement des contrats en juin 1985 furent le résultat d'une décision du sénat, il est donc impensable de se demander si le sénat a agi avec régularité et méthode.

Lorsque le recteur, M. Smith, convoqua la réunion extraordinaire du sénat à la fin de mai, il rappela aux membres que malgré leur habitude d'approuver de nouveaux projets d'enseignement, ils étaient maintenant appelés à se pencher sur l'abolition d'unités ou de programmes. La possibilité d'un tel geste avait été envisagée en janvier 1982, lorsque l'on avait élargi le mandat du comité du sénat responsable du budget pour qu'il puisse formuler des recommandations au recteur et faire rapport au sénat quant aux priorités et à la planification de l'enseignement dans la mesure où cela était relié à l'établissement du budget de l'université. Investi d'un mandat élargi, le comité responsable du budget, comme nous l'avons vu aux pages précédentes, avait remis des rapports au sénat en février et en septembre 1983. Ces rapports dressaient une série de priorités appelées "activités principales d'enseignement", "activités connexes d'enseignement" et "activités secondaires". Au dernier chapitre du rapport de septembre 1983, le comité responsable du budget énonçait ce qu'il considérait comme deux principes évidents à savoir, si l'université devait en premier lieu accepter les propositions comme un plan d'action pour un projet d'enseignement, elle devrait alors les mettre immédiatement en pratique pour la situation dans laquelle elle se trouve; et, en deuxième lieu, peu importe la méthode exacte utilisée pour les mettre en pratique, la participation en bonne et due forme des organes universitaires serait nécessaire, notamment les facultés et le sénat. La première proposition fut immédiatement mise en œuvre par la formation d'un comité consultatif faisant rapport au vice-recteur à l'enseignement à l'automne 1983. La deuxième fut réalisée lorsque le recteur, M. Pedersen, demanda au vice-recteur à l'enseignement, en octobre 1984, d'établir un plan d'action pour abolir des programmes.

Cependant, en examinant le processus enclenché par la directive du recteur Pedersen et achevé par l'adoption de résolutions à l'assemblée du sénat en mai, il apparaît évident que la condition fondamentale du comité responsable du budget en 1983 ne fut pas observée, soit la participation en bonne et due forme des organes universitaires, en particulier les facultés et le sénat.

On étudia à deux reprises dans des réunions de la faculté des sciences dentaires la proposition d'abolir le diplôme d'hygiène dentaire. Toutefois, à la faculté des sciences de l'éducation ou

l'abolition de programmes et de cours entraînaient le licenciement ou le non-renouvellement de contrats de neuf professeurs, seul un comité ad hoc nommé par le doyen, M. Birch, se pencha sur les propositions d'abolition. Elles ne furent soumises ni aux comités responsables de l'enseignement des deux facultés visées ni à la réunion de la faculté des sciences de l'éducation. De plus, le comité du sénat responsable des programmes d'études, qui a le mandat d'évaluer les projets de programmes d'études avant qu'ils soient étudiés à une réunion plénière du sénat, n'examina aucune des propositions d'abolition de programmes et de cours.

En somme, ces projets d'abolition de cours, initiative du vice-recteur intérimaire à l'enseignement, ne suivirent pas la règle de délibération collégiale. Ce furent plutôt des agents administratifs, qui font rapport au cadre supérieur à l'origine de ces propositions, qui les ont étudiées. Le comité du sénat responsable du budget se pencha également sur ces propositions. Toutefois, malgré son mandat élargi, il n'avait pas l'autorisation de juger des programmes et des cours. D'ailleurs, il ne réclama pas ce droit lorsqu'il fit rapport au sénat en 1983.

Il est vrai que les 25 et 27 mai, le sénat délibéra et approuva un certain nombre de motions visant l'abolition de programmes et de cours. Cependant, dans une large mesure, l'autorité du sénat pour prendre des décisions relatives aux programmes d'études dépend du processus de délibérations qui s'est rendu jusqu'à lui et qu'il complète à son tour. Quand ce processus est radicalement abrégé, quand les motions à débattre sont soumises à un groupe de quelque 85 membres (de diverses facultés) à trois jours d'avis à peine, accompagnées d'une seule page de renseignements pour chaque programme qui sera aboli, et que ces renseignements proviennent tout simplement de l'annuaire de l'université, il est difficile de considérer les "décisions" du sénat comme autre chose qu'un scrutin à main levée. Il est difficile de ne pas remettre en question la légalité de cette procédure.

Plus nous examinons attentivement la situation qui a commencé avec les directives du recteur Pedersen aux vices-recteurs (à l'enseignement et à l'administration et aux finances) et qui s'est terminée par le vote du sénat, plus nous nous rendons compte qu'il s'agit d'un amalgame de problèmes d'enseignement et financiers. On prévoyait un déficit budgétaire considérable. Il était possible de couper au plus court en réduisant certaines dépenses dans les secteurs non reliés aux facultés mais il fallait effectuer les principales compressions dans le budget des facultés dont les traitements des professeurs représentent la portion la plus importante. Puisqu'il avait été décidé, en toute conscience ou par défaut, de ne pas déclarer d'état de nécessité financière, la réduction des dépenses par la voie des traitements des professeurs devait se réaliser par l'abolition de cours et de programmes et par l'élimination de postes dans les secteurs touchés. Il fallait respecter une dernière date limite dont dépendait la séquence préliminaire des événements. Le 30 juin était le dernier jour de l'année pour les contrats des professeurs. Si l'on avait licencié des professeurs pour des raisons d'économie avant un préavis d'un an, le bureau des gouverneurs aurait dû prendre sa décision et la communiquer avant cette date. De même, pour que cette décision soit envisagée, le sénat devait avoir au préalable recommandé l'abolition des programmes ou des licenciements étaient prévus. Pour que le sénat puisse mettre en œuvre cette décision, il fallait en revanche formuler des propositions d'abolition de programmes.

L'ultime date limite fut respectée, mais l'échéancier imposé était si serré que pour la majorité des propositions, il fallut omettre les délibérations normales qui précèdent une décision du sénat et les remplacer par des procédures spéciales de l'administration.

Le problème n'était pas seulement que le sénat prit des décisions mauvaises du point de vue universitaire. Ce fut de mauvaises décisions parce qu'elles traduisaient une tentative de régler simultanément deux questions distinctes, dont l'une relevait de la compétence du sénat: (1) Est-ce que le déficit est assez important pour qu'il ne puisse être épongé sans le licenciement ou le non-renouvellement de contrats de professeurs? (2) Étant donné le déficit budgétaire d'une telle importance, est-ce que les programmes et les cours suivants sont les secteurs où il faut effectuer des licenciements et ne pas renouveler de contrats? Le recteur, en convoquant la réunion du sénat, déclara que les propositions du vice-recteur intérimaire à

l'enseignement visaient à permettre à l'université de faire face à son manque à gagner. Toutefois, au début de la réunion du sénat, il ne fut pas établi que le manque à gagner était d'une telle importance qu'il justifiait le licenciement ou le non-renouvellement de contrats de professeurs. Cette question avait été confiée à l'attention d'un comité créé à cette fin un an auparavant. Cependant, comme nous l'avons constaté (pp. 6-7), le comité, après avoir mené son enquête, retourna la question au recteur sans lui donner de réponse claire. Le recteur a recommandé au bureau des gouverneurs de différer la décision à cet effet. Finalement, le bureau des gouverneurs ne formula aucune conclusion. Comment pouvait-on, alors, demander au sénat d'approuver l'abolition de cours et de programmes précis quand on avait l'intention avouée de réduire les dépenses en éliminant des postes de professeurs, quand le bureau des gouverneurs, responsable du budget et des nominations de professeurs, n'avait pas encore décidé de prendre ces mesures draconiennes? Du point de vue de l'autorité universitaire, on ne pouvait demander au sénat de prendre ces mesures. Il le fit quand même, et, sur la base de ce geste, le bureau des gouverneurs promettait licence et ne renouvela pas le contrat de plusieurs professeurs. Le geste est intelligible quoique irraisonné si nous formulons seulement l'hypothèse que le sénat avait en fait reçu l'ordre de reconnaître en mai 1985 l'existence d'une situation de nécessité financière. Pour reconnaître ce fait, il devait adopter une série de résolutions visant à faire face à la situation. Par cette hypothèse, nous ne pouvons négliger l'aspect circulaire du geste lui-même. Il explique toutefois certains éléments de l'hiver 1984-1985 qui, autrement, demeureraient obscurs, par exemple des procédures de délibérations sur les programmes d'études complètement négligées, le rôle central du comité du sénat responsable du budget dans la rédaction des propositions soumises au sénat, l'insistance transparaissant dans les documents distribués au sénat sur le montant total des économies à réaliser grâce à l'approbation des propositions ainsi que les jugements sommaires et non documentés sur la qualité des programmes qui punctuaient les propositions.

Au cours de l'été 1985, le recteur Smith défendit les licenciements et les non-renouvellements de contrats résultant des recommandations du sénat d'abolir des programmes d'enseignement (v. R.H.T. Smith au président de l'ACPU, le 5 juillet 1985; au secrétaire général de l'Irish Federation of University Teachers, le 31 juillet 1985; au secrétaire général de l'Association of University Teachers, le 31 juillet 1985). Toutefois, cet argument est tendancieux car en examinant les recommandations du sénat, on se rend compte qu'elles n'avaient aucun objectif universitaire. Elles jamaient plutôt des préoccupations financières et universitaires.

Si la démarche qui a mené aux décisions du sénat était mauvaise, d'après ce que nous avons constaté, les décisions, par conséquent, étaient inévitablement mauvaises, tout comme les décisions du bureau des gouverneurs. A cet égard, la décision du bureau, en juin 1985, de licencier ou de ne pas renouveler le contrat des professeurs peut être contestée. Néanmoins, en vertu de notre mandat, nous devons examiner si les personnes licenciées furent traitées avec justice. Nous allons donc nous attarder à la décision du bureau des gouverneurs séparément de la question de la validité du geste du sénat.

Le bureau a pris ces décisions conformément aux lignes directrices sur le licenciement et le non-renouvellement de contrats de professeurs pour des raisons d'excédent d'enseignement à la suite d'une décision du sénat que le bureau a adoptées le 19 juin. Des copies de ces lignes directrices furent transmises aux douze professeurs visés jointes à l'avis du 27 juin. Voici les termes de l'article 1 (traduction):

## 1. Excédent d'enseignement

L'université peut licencier un professeur occupant un poste à durée limitée sujet à une évaluation ou un poste permanent, ou ne pas renouveler le contrat d'un professeur occupant un poste temporaire sujet à une évaluation pour des motifs d'excédent d'enseignement lorsque, à la recommandation du sénat, le bureau des gouverneurs a décidé d'abolir:

- (a) l'unité administrative ou le professeur occupe un poste (faculté, département, école, institut ou centre); ou,
- (b) à l'intérieur d'une unité administrative, un diplôme, une division ou une série de cours pour lesquels le professeur visé consacre une part considérable de ses tâches depuis un certain nombre d'années.

Bien entendu, l'alinéa (b) intéressait particulièrement les douze professeurs.

Un professeur touché par une décision prise conformément à cette ligne directrice n'a d'autre recours que de faire appel à un comité de révision consultant le recteur (article 3.04). Les motifs du recours à cette révision sont énoncés à l'article 3.01 (traduction):

3.01 Un professeur licencié ou dont le contrat n'est pas renouvelé en vertu de l'article 1(b) doit avoir le droit de demander une révision de la décision par un comité de révision pourvu qu'une part considérable des tâches du professeur soit reliée au diplôme, à la division ou à une série de cours visés.

Nous estimons que ce processus de révision est déficient. Pour une question aussi grave que le licenciement de professeurs, il est nécessaire de disposer d'une procédure d'appel véritable. Cette ligne directrice prévoit une démarche demandant une révision qui sera effectuée par la personne qui a pris la décision de recommander les licenciements.

Les licenciements imposés en vertu de cette ligne de conduite posent toutefois un problème plus précis. En effet, l'article 3.01 sous-entend que le motif de la révision est le même que celui sur lequel repose la décision de licencier des professeurs, notamment qu'une portion considérable de la tâche des professeurs touchés est reliée à l'unité administrative, ou au diplôme, ou à la division, ou à une série de cours abolis par le bureau des gouverneurs à la recommandation du sénat. Si, selon toute apparence, les professeurs appartenant à l'un de ces groupes ne furent pas tous licenciés, de toute évidence une autre considération survint pour identifier ceux qui devaient partir et ceux qui devaient rester. En outre, cette considération révélait la raison immédiate et concrète des licenciements. En d'autres termes, si on devait se trouver devant une telle situation, l'article 1(b) se révélerait alors non pas la raison des licenciements mais simplement la condition d'admissibilité à l'étude des licenciements.

En fait, une telle situation nous fut justement signalée. En effet, cinq professeurs permanents au programme de l'enseignement industriel furent licenciés; un sixième professeur permanent, dont les tâches au cours des deux années précédentes étaient sensiblement les mêmes que ses cinq collègues, ne fut pas touché. Le doyen intérimaire de la faculté des sciences de l'éducation nous a dit qu'il avait révisé les six postes, conjointement avec le directeur du département de mathématiques et des sciences de l'éducation. En se fondant sur des critères comme les qualités professionnelles, l'activité intellectuelle, l'ancienneté et l'expérience administrative, ils avaient décidé que cinq personnes partiraient et qu'un resterait. Nous ne contestons pas la pertinence de ces critères. Toutefois, s'ils étaient décisifs, et c'est ce qu'on nous a dit, il devenait évident que la lettre du 27 juin, laquelle les informait que la décision du bureau ne se voulait pas une critique de leurs qualités ou de leur rendement et les assurait que la seule raison de ce geste était une d'excédent d'enseignement, ne donnait pas à ces cinq professeurs la vraie raison de leur licenciement. L'excédent d'enseignement toucha également les six professeurs; pourtant, ils ne furent pas tous licenciés. Par conséquent, on ne peut invoquer l'excédent d'enseignement comme un motif suffisant de licenciement. Il s'en faut plutôt à camoufler les délibérations qui ont entraîné la décision et les raisons qui n'ont jamais été communiquées aux cinq professeurs.

Par conséquent, nous concluons que les professeurs licenciés ou dont les contrats n'ont pas été renouvelés furent traités injustement à deux égards: (1) parce que le geste du sénat sur lequel la décision du bureau des gouverneurs se fondait explicitement était imparfaite; et (2) parce que ces professeurs, en vertu de la ligne de conduite du bureau des gouverneurs, ne se sont pas vu offrir un recours, l'appel en l'occurrence, pour contester cette décision. Quant aux cinq professeurs d'éducation industrielle, l'injustice fut aggravée par le fait que les vraies raisons à l'appui de la décision de les licencier ne leur furent pas communiquées.

A.E. Malloch  
Département d'anglais  
Université McGill (président)  
K. Norman  
College of Law  
Université de la Saskatchewan





University of Alberta  
Edmonton

## Environmental Engineering Professor Department of Civil Engineering

Applications are invited for a full-time tenure track position in the field of Environmental Engineering commencing July 1, 1988. The intention is to appoint at the level of Assistant Professor (salary range \$31,612 to \$45,340); however, higher levels will be considered if appropriate. The applicant should have a Ph. D. with specialization in Environmental Engineering. The successful applicant will be expected to (a) have a strong background and interest in water distribution and wastewater collection systems, (b) instruct undergraduate and graduate level courses in Environmental Engineering and assist at the undergraduate level in other aspects of Civil Engineering education, and (c) engage in research in the above field.

Application deadline: February 15, 1988.

In accordance with Canada Employment and Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents.

Submit applications, including resume, employment history, and names of referees to:

**Professor J.G. MacGregor, Chairman  
Department of Civil Engineering  
University of Alberta  
Edmonton, Alberta Canada  
T6G 2G7  
(Telephone: 403-432-5114)**

*The University of Alberta  
is committed to the principle of equity in employment.*



Dean Of Business Administration  
SIMON FRASER UNIVERSITY

Simon Fraser University invites applications for the position of Dean of the Faculty of Business Administration. The appointment is normally for an initial term of 5 years and may be renewed. Applicants should have an established reputation as a teacher and researcher and successful administrative experience.

The Faculty of Business Administration is one of seven Faculties at Simon Fraser University. It has 47 faculty and an enrolment of 2000 undergraduate students and 60 graduate students.

The appointment is to commence on or before September 1, 1988. Applications should be accompanied by a detailed curriculum vitae and the names of at least three referees. Deadline for applications is January 31, 1988.

**Dr. J.W. George Ivany, Chairman  
Search Committee for Dean of  
Business Administration  
Vice-President, Academic Office  
Simon Fraser University**



MOUNT SAINT  
VINCENT UNIVERSITY

Invites nominations and applications for appointment to:

**The Chair in Women's Studies**

The Chair is designed to bring to the university visiting scholars in Women's Studies or persons in public life who have contributed to the advancement of women, for a term ranging from 6 months to 2 years, beginning July 1, 1988, or thereafter. Duties associated with the chair include public presentations for audiences on and off campus, the teaching of one course in women's studies and the continuation of ongoing research.

Nominations and/or applications, the latter accompanied by a curriculum vitae and the names and addresses of three referees, should be sent prior to January 15, 1988, to:

**Dr. Susan M. Clark  
Women's Studies Chair Committee  
Mount Saint Vincent University  
Halifax, Nova Scotia  
B3M 2J6**



Women's Studies

Trent University is pleased to announce the expansion of its Women's Studies Program. Two tenure-track positions at the level of Assistant Professor have been authorized. Both positions involve cross-appointments, one of which is predominantly in Women's Studies, the other predominantly in another department or program. Areas of specialization in which the Program would particularly welcome candidates include Psychology, Biology, Politics, Economics, and Philosophy, but applications are invited from qualified candidates in all areas of specialization.

A completed Ph.D. is strongly preferred. Teaching responsibilities will include the Program's core courses (Introduction to Women's Studies; Feminist Theory) which offer an interdisciplinary approach to feminist studies. Candidates should be prepared to assist in course and program development and be committed both to teaching at the undergraduate level and to research and publication.

Letters of application, including two sets of complete curriculum vitae, samples of publications, and names and addresses of three referees, should be sent by January 15, 1988 to: **Dr. C. Verduyn, Chair, Women's Studies, Trent University, Peterborough, Ontario, K9J 7B8.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DIRECTEUR/DIRECTRICE  
ÉCOLE DES SCIENCES DE L'ÉDUCATION

L'Université Laurentienne sollicite des candidatures pour le poste de directeur/directrice de l'École des sciences de l'éducation

### POSTE

L'École des sciences de l'éducation a comme mandat la formation initiale et le perfectionnement des enseignants/enseignantes pour les écoles de langue française de l'Ontario. Elle compte 14 professeurs à temps plein desservant une clientèle d'étudiants à temps plein et à temps partiel.

Le directeur/la directrice est l'administrateur/administratrice en chef de l'École et en est le porte-parole. Il/elle devra assumer, en plus, une tâche d'enseignement et de recherche.

### QUALIFICATIONS

La personne recherchée devra être compétente en français et posséder:

- un brevet d'enseignement
- un doctorat en éducation ou l'équivalent
- une expérience administrative dans un milieu universitaire ou dans une situation comparable
- la capacité d'assumer un leadership efficace
- une connaissance suffisante de la langue anglaise

### CONDITIONS

La nomination entre en vigueur le 1<sup>er</sup> juillet 1988 ou avant. La durée du mandat est de 3 ans avec possibilité de renouvellement. Le traitement et les conditions de nomination sont régis par la convention collective.

Prière de faire parvenir votre candidature, accompagnée d'un curriculum vitae détaillé et du nom de 3 personnes pouvant fournir des références, avant le 28 janvier 1988.

**Professeur Raymond Lallier,  
Président, Comité de sélection  
École des sciences de l'éducation  
Université Laurentienne  
Chemin du lac Ramsey  
Sudbury, Ontario, P3E 2C6**



Laurentian  
University

Ramsey Lake Road, Sudbury, Ontario P3E 2C6



University of Alberta  
Edmonton

## Professeur Adjoint Temporaire Faculté Saint-Jean

La Faculté Saint-Jean sollicite des candidatures au poste de professeur adjoint temporaire en:

**Informatique et Mathématique.**

Enseignement au niveau du 1<sup>er</sup> cycle des cours d'introduction à l'informatique mettant l'accent sur l'utilisation du micro-ordinateur, et des cours d'algèbre linéaire et de calcul intermédiaire.

D'une durée de douze mois, le contrat sera renouvelable et le professeur sélectionné entrera en fonction le 1<sup>er</sup> juillet 1988. Le traitement varie de 25,792\$ à 31,612\$ (échelle 1987-88) en fonction de la formation et de l'expérience.

Faculté de langue française, la Faculté Saint-Jean offre des diplômes de B.A., de B.Sc., et de B.Ed.

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents.

Toute candidature doit comporter un curriculum vitae avec les noms de trois répondants et parvenir au plus tard le 31 janvier 1988 à l'adresse suivante:

**Jean-Antoine Bour, Doyen  
Faculté Saint-Jean  
University of Alberta  
8406 - 91<sup>e</sup> rue  
Edmonton, Alberta  
T6C 4G9**

*L'Université de l'Alberta adhère activement  
au principe de l'équité en matière d'emploi.*

ASSISTANT/ASSOCIATE PROFESSOR

The Nova Scotia Agricultural College, Department of Agriculture and Marketing, Province of Nova Scotia invites applications for the position of Assistant/Associate Professor located in Truro.

### Duties:

The incumbent will be expected to plan, develop and teach courses associated with potato production in the degree, technician and technology programs at the college. Responsibilities will include developing courses in storage physiology or aspects of rhizosphere biology; developing an active research program related to their teaching duties and to participate in the International Potato Technology course held at Nova Scotia Agricultural College each year in April and September. He/she will be expected to take an active involvement in regional research and service activities, such as those co-ordinated by the Advisory Committee of the Atlantic Committee on Crops. Field plot areas, greenhouses, lab and growth chamber space are available for teaching and research.

### Qualifications:

A Ph.D. with a good knowledge of practical aspects of potato production, expertise in crop physiology, and an aptitude for teaching.

Full Civil Service Benefits.

Competition is open to both men and women.

Please quote Competition Number: 87-590

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications and/or resumes should be submitted to the Nova Scotia Civil Service Commission, P.O. Box 943, Halifax, Nova Scotia, B3J 2V9.







The  
University of  
Lethbridge

#### Faculty of Education

Applications are invited for a  
probationary (tenure-track)  
appointment (budget permitting) in

#### NATIVE AMERICAN TEACHER EDUCATION

**Background and Qualifications Sought:** Demonstrated background and expertise in Native American Studies Education, K-12. Experience in advising, counselling, and supervising Native and non-Native students, and working effectively with cooperating teachers. Ability to work with Native (Indian, Inuit and Métis) teachers and communities in professional development activities and to assume leadership in developing the Native American Teacher Education Program of the Faculty of Education.

**Demonstrated teaching excellence** in Native, Separate and/or Public Schools and at University levels; skill in curriculum and instructional development. Interest and expertise in research. Knowledge of the Blackfoot/Cree language is highly desirable. Ability to teach undergraduate and graduate level courses. Near completion or completion of doctorate degree.

**Effective Date of Appointment:** July 1, 1988

**Salary:** Commensurate with qualifications and experience. The appointment is expected to be made at the Assistant Professor level (1987-88 range: \$31,612 minimum).

**Application:** Letter of application, full curriculum vitae and names of three references to be sent to: Dr. E. Mokosch, Dean, Faculty of Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4.

**Closing Date for Applications:** February 15, 1988.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Other qualifications being equal, hiring preference will be given to persons who are bilingual (English/French).



MOUNT SAINT  
VINCENT UNIVERSITY

#### DEAN OF HUMANITIES AND SCIENCES

Applications and nominations are invited for the position of Dean of Humanities and Sciences at Mount Saint Vincent University.

Located in Halifax, the university is dedicated primarily to the education of women. The Division of Humanities and Sciences has a full-time academic staff of 52, plus sessional and part-time members. Undergraduate degree programs are offered in 12 disciplines and subject areas, with a total enrolment of approximately 1550 students.

The Dean of Humanities and Sciences reports directly to the Vice-President (Academic) and is responsible for the development of academic programs and faculty. The dean plays a key role in academic advising and overall university planning. In addition to a strong background in teaching and research, experience in university administration would be an asset.

The preferred starting date of this appointment is July 1, 1988. Applications and nominations should be sent by January 11, 1988 to: Dr. Kathryn Eldon, Vice-President (Academic), Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6

In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants.



University of Alberta  
Edmonton

#### Assistant Professor - Agronomy Department of Soil Science

The Department of Soil Science, Faculty of Agriculture and Forestry invites applications for an academic tenure-track position in Agronomy.

The position involves undergraduate and graduate teaching; supervision of graduate students; conducting research in Agronomy; contributing to extension functions.

We are seeking an individual holding a Ph.D. in Agronomy (soils emphasis) or closely related discipline, a strong crop physiology, ecological synthesis, and modelling background, and a relevant publications record. Experience with soils and cropping systems of the Great Plains region, in systems research, and an ability to link basic knowledge to field problems is highly desirable.

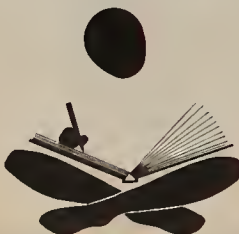
The Department of Soil Science has 10 academic staff and is in the Faculty of Agriculture and Forestry comprising 101 academic staff members. Collaboration is expected with staff in the Departments of Soil Science, Plant Science, and others within the Faculty.

The University of Alberta is committed to the principle of equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**Application deadline:** January 15, 1988.

Letters of application, names and addresses of three referees, academic transcripts, and a curriculum vitae should be sent to:

Dr. W.B. McGill, Chairman  
Department of Soil Science  
University of Alberta  
Edmonton, Alberta Canada T6G 2E3



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The University of New Brunswick is seeking candidates  
for the position of

#### DEAN OF THE FACULTY OF NURSING

to assume the Deanship effective July 1, 1988, or as soon thereafter as possible.

Candidates should have outstanding qualifications and suitable academic and administrative experience. The successful applicant is expected to provide strong and imaginative leadership in all aspects of the Faculty's academic programs and in sustaining and developing productive relationships with the professional community in the province.

The Faculty, with 27 FTE members, offers the Basic Bachelor of Nursing degree program and the Post R.N., Bachelor of Nursing program. Full-time enrollment is about 250 and part-time enrollment, principally in the Post R.N./B.N. Program, is about 300. Further development of current programs, of research activity and possible development of a graduate program are among Faculty priorities for the future.

The University of New Brunswick has a total enrollment of about 7,500 full-time and 2,500 part-time students. The Faculty of Nursing is located on the Fredericton Campus with some teaching carried out on the Saint John Campus.

Applications should be submitted by January 15, 1988 to:

Dr. R. E. Burridge  
Vice-President (Academic)  
University of New Brunswick  
Fredericton, N.B.  
Canada E3B 5A3

UNIVERSITY OF NEW BRUNSWICK

#### Faculty Positions in Industrial Automation

Applications are invited for two chairs in the area of Industrial Automation. The senior position will be tenured at the full Professor level, the junior position will be tenure-track at the Assistant or Associate professor level. Both appointments will be in the Department of Mechanical Engineering. The appointments are supported by NSERC (Natural Sciences and Engineering Research Council) through the Industrial Research Chair program and also by an industrial sponsor, British Columbia Packers Limited, the largest processor of fish on the West Coast of Canada. It is expected that the appointees will collaborate with and receive the support of colleagues in the Departments of Electrical Engineering and Computer Science. The appointees will also work closely with the industrial sponsor specifically to create an ongoing technically advanced program of upgrading in the fish processing industry. Teaching duties will be half those of regular faculty members in order that more time may be devoted to research and development. Generous research funds will be available as well as contributions in kind and technical support from the industrial sponsor. The appointees will benefit directly from the interaction with other researchers in the general area of industrial automation which is presently being strengthened at U.B.C.

The senior chairperson should be a first class established researcher preferably with some industrial experience or active liaison with industry. He should have a broad understanding of robotics, control systems, industrial automation, remote sensing and vision with expertise in one or more of these topics. Lack of experience with the fishing industry is not regarded as a serious deficiency or handicap upon appointment but a willingness and keenness to develop expertise to directly assist the industrial sponsor is essential.

Applicants for the junior position should have a recent Ph.D. in Mechanical Engineering or a closely related area with some background in industrial automation. Industrial experience and/or post doctoral training is desirable. The appointee will work with the senior chairperson and undertake research in areas of direct concern to the industry.

Both appointees will be required to offer advanced courses in their areas of expertise and to contribute to the general development of industrial automation which is taking place at U.B.C. Salaries are commensurate with experience. Starting dates are negotiable but the senior position must be filled first.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunities for employment to qualified female and male applicants.

Please send resume and supply names and addresses of at least three references to:

Dr. M. Salscudean, Head  
Department of Mechanical Engineering  
University of British Columbia  
2324 Main Mall  
Vancouver, B.C. V6T 1W5  
Deadline: January 15/88







### UNIVERSITY OF TORONTO Department of Classics

Applications are invited for a tenure-stream appointment of the Assistant Professor level effective July 1, 1988. The appointment will be for an initial probationary period of three years, with the possibility of renewal for another period of two years before tenure. Candidates should have a Ph.D. or be in the final stages of its completion. They should have strong research interests in Latin literature of the late republican and early imperial periods, and particularly in poetry. Some familiarity with modern literary theory and/or an interest in comparative literature is also desirable. The appointee will teach initially at the undergraduate level, but will be expected to develop higher scholarly interests in order to participate in the reading and training of graduate students. Initial salary will be commensurate with qualifications (cfr. 1987/88 minimum is Can \$30,000). Applicants should send a curriculum vitae and the names of three referees to C.P. Jones, Chair, Department of Classics, 16 Hart House Circle, University of Toronto, Toronto, Ontario, M5S 1A1, by 15 January, 1988; however, they should themselves arrange for each referee to send his/her letter of recommendation by the same date. The University of Toronto encourages both women and men to apply for positions. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada.



**Throughout the world  
thousands are imprisoned  
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without trial, many have been  
tortured.**

**At Amnesty International we  
work to restore to these  
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have been denied them.**

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Canadian Section (English Speaking)  
130 Slater St., Suite 808  
Ottawa, Ontario K1P 6E2



### UNIVERSITY OF OTAGO

Dunedin, New Zealand

#### POSITIONS IN ACCOUNTING

The Department of Accounting and Finance at the University of Otago in New Zealand is seeking high-quality applicants to strengthen its research and teaching capabilities in all areas of Accounting. Special consideration will be given to those specializing in the Financial Accounting area. At present, the Department includes about 30 full-time faculty members.

Appointees will be required to teach in courses offered at undergraduate, post-graduate and post-experience levels and to contribute to research. Opportunities exist for innovative teaching approaches.

Applicants who hold Ph.D. degrees may be considered for appointment at the level of Senior Lecturer at an annual salary of up to NZ\$51,700. While low by U.S. market standards, salaries at this level are comparable when related to the lower cost of living in New Zealand. Dunedin is known as one of New Zealand's lower cost housing markets, and high quality housing is available close to the University campus at reasonable cost.

Appointees at the level of Associate Professor may be considered for a candidate who has considerable teaching experience and an extensive publication record. Initial appointments are for three years, with tenure, based on "satisfactory performance in teaching and other academic pursuits," being considered towards the end of this period.

The University is located in Dunedin in the South Island, a lovely small city of 100,000 situated on the sea, surrounded by green hills and uncrowded beaches. Its only 3-4 hours drive away from superb skiing facilities and from the beauty of the South-east Alps and the magnificent fjords of the west coast. Established in 1869, the large campus situated on the banks of the River Leith is home to about 8,000 students.

Intending applicants should contact the Chairman, Department of Accounting and Finance, University of Otago, P.O. Box 56, Dunedin, New Zealand, telephone (024) 771 640, Ext. 8857, for further details about the position. Formal applications, quoting reference number A87/73, and providing a full curriculum vitae, list of publications, and the names of three referees, should be sent to the Registrar, University of Otago, P.O. Box 56, Dunedin, New Zealand.



### University of Alberta Edmonton

## Professeurs Adjoints Faculté Saint-Jean

La Faculté Saint-Jean sollicite des candidatures aux postes de professeurs adjoints dans les domaines suivants:

- Sciences humaines.**  
Enseignement au niveau du 1er cycle de cours interdisciplinaires sur l'évolution de l'Homme et de ses besoins matériels, culturels et spirituels. Les candidats devront avoir un doctorat (ou l'équivalent) en anthropologie, en sociologie ou en histoire.
- Sciences sociales.**  
Enseignement au niveau du 1er cycle de cours interdisciplinaires portant sur la pensée politique et sociale et sur les méthodes de recherche en sciences sociales. Les candidats devront avoir un doctorat (ou l'équivalent) en sociologie ou en science politique, avec une formation dans le domaine de la pensée politique et des méthodes quantitatives.

Sous réserve d'approbation budgétaire, les postes ci-dessus ouvriront la voie à la permanence. Les professeurs sélectionnés entreront en fonction le 1er juillet 1988. Le traitement varie de 31,612\$ à 45,340\$ (échelle 1987-88) en fonction de la formation et de l'expérience du candidat.

Faculté de langue française, la Faculté Saint-Jean offre des diplômes de B.A., de B.Sc., et de B.Ed.

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents.

Toute candidature doit comporter un curriculum vitae avec les noms de trois répondants et parvenir au plus tard le 31 janvier 1988 à l'adresse suivante:

Jean-Antoine Bour, Doyen  
Faculté Saint-Jean  
University of Alberta  
8406 - 91e rue  
Edmonton, Alberta  
T6C 4G9

*L'Université de l'Alberta adhère activement  
au principe de l'équité en matière d'emploi.*



## University of Regina

As part of a major reorganization, the University of Regina seeks to fill two senior positions: Vice-President (Academic) and Vice-President (Administrative Services). Initial terms will be for five years and may be renewed by mutual agreement. The University of Regina provides competitive remuneration and benefits.

#### VICE-PRESIDENT (ACADEMIC)

This Vice-President is responsible to the President for academic planning and development for eleven Faculties, Colleges and Schools plus University Extension and the Library. Duties include serving as Acting President when necessary, chairing the Deans' Council, and serving on the President's Executive Committee. The Vice-President (Academic), in co-operation with other senior officers, will direct inter-Faculty resource allocation and academic staff development.

The incumbent will be a well-respected scholar with considerable experience in academic administration.

#### VICE-PRESIDENT (ADMINISTRATIVE SERVICES)

This Vice-President is responsible to the President for all financial functions as well as ancillary services, physical plant, personnel services and industrial relations, staff benefits and purchasing. In addition, the incumbent will be responsible to the Board of Governors as Controller.

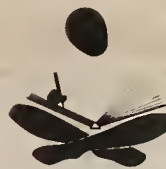
The Vice-President (Administrative Services) will plan and monitor improvements in all management information systems, direct staffing and systems in the Business Office and Personnel Services, and generally preside over the supply of non-academic resources in support of the academic tasks of the University while serving as a member of the President's Executive Committee.

\* Applicants should have a strong background in management and financial systems, sensitivity to the needs of a university and proven leadership ability.

#### Date of Appointments

It is hoped that appointments can be made on or before July 1, 1988, but no later than January 1, 1989. Applications or nominations, with complete resumes and the names of three referees, will be received until February 15, 1988, and should be addressed to:

The Chairman, Vice-Presidential Search Committees  
The President's Office  
University of Regina  
Regina, Saskatchewan  
S4S 0A2



World Literacy Of Canada  
692 Coxwell Avenue  
Toronto, Ontario M4C 3B6

## Why do two out of three English-speaking Canadians want their children to learn French?

### To improve their career options and broaden their horizons.

*These are the findings of a national Gallup Poll taken for the 15,000-member voluntary organization, Canadian Parents for French, this year celebrating ten years of working for better French programs for Canadian young people.*

For information to help you choose the best French program to achieve your goals, write to:

CPF

Canadian Parents for French  
P.O. Box 8466  
Ottawa, Ontario K1G 3H9







University of Alberta  
Edmonton

## Assistant Professor Department of Civil Engineering Geotechnical Engineering

The Department of Civil Engineering at the University of Alberta is seeking candidates for a tenure-track faculty position in Geotechnical Engineering. Candidates should have exceptional research abilities concentrating on the field characterization of the geotechnical behaviour of natural materials. An interest in rock mechanics would be an asset. A Ph.D. and a commitment to research and teaching at both the graduate and the undergraduate level are required. The intention is to appoint at the level of Assistant Professor (salary range \$31,612 - \$45,340), however, higher levels will be considered if appropriate.

In accordance with Canadian Immigration requirements this advertisement is addressed to Canadian citizens and permanent residents of Canada.

Applications should be submitted by February 15, 1988.

Submit applications including curriculum vitae, employment history and names of referees to:

J.G. MacGregor, Chairman  
Department of Civil Engineering  
University of Alberta  
Edmonton, Alberta  
T6G 2G7  
(Telephone: 403-432-5114)

*The University of Alberta is committed  
to the principle of equity in employment.*



Dalhousie University

FACULTY OF HEALTH PROFESSIONS

DIRECTOR OF THE COLLEGE OF PHARMACY

Applications are invited for the post of Director of the College of Pharmacy which is within the Faculty of Health Professions. The Directorship carries with it an appointment as Professor or Associate Professor that will be tenured or in the tenure stream, depending on the successful candidate's seniority and academic experience. The Directorship itself is for a period of five years, but is renewable subject to satisfactory review. Salary and academic rank will also depend on the successful candidate's experience. The successful candidate should have a solid record of achievement in pharmacy research and in teaching. Previous experience in academic administration would be an advantage. The appointment will start on 1 July 1988, or as soon thereafter as possible.

Dalhousie University has a policy of affirmative action for appointments of women to academic posts. In accordance with Canadian Employment and Immigration requirements, priority will be given to applications from Canadian citizens and permanent residents of Canada.

Applications, which should include a curriculum vitae and the names of at least three referees, will be received up to January 15, 1988 and should be sent to, and further information may be obtained from: Dr. Robert S. Rodger, Chairperson, Appointment Committee, c/o Dean's Office, Faculty of Health Professions, 1322 Robie Street, Halifax, Nova Scotia, B3H 3J5. Telephone: (902) 424-3327.



Glenrose  
Rehabilitation  
Hospital

Joint Position

Director,  
Division of Physical Medicine  
Glenrose Rehabilitation Hospital  
and

Director,  
Division of Physical Medicine and  
Rehabilitation, Faculty of Medicine

Applications are invited for the position of Director, Division of Physical Medicine, Glenrose Rehabilitation Hospital and Director, Division of Physical Medicine and Rehabilitation, Faculty of Medicine, University of Alberta.

The hospital Director will be expected to provide clinical and academic leadership at a superb rehabilitation facility serving the tertiary rehabilitation needs of Edmonton and Northern Alberta. The Glenrose Rehabilitation Hospital provides comprehensive inpatient, day hospital, and outpatient facilities with a unique scope of services to adults and children.

As faculty Division head, the Director will guide a Division with sections in several major teaching hospitals in the city plus an accredited residency training program and a developing research program. The Director will be expected to promote the academic and

scholarly activities of the Division in suitable collaborative efforts and to promote excellent clinical care in physical medicine and rehabilitation.

This appointment will be at the rank of associate or full professor, with salary commensurate with qualifications and experience.

Replies should be sent in confidence accompanied by an updated curriculum vitae and the names of three referees to:

Dr. Douglas R. Wilson, Dean  
Faculty of Medicine  
212-00 Mackenzie Health  
Sciences Centre  
University of Alberta  
Edmonton, Canada  
T6G 2R7

Application deadline:  
December 31, 1987.

*The University of Alberta and the  
Glenrose Rehabilitation Hospital  
are committed to the principle  
of equity in employment.*



University of Alberta  
Edmonton

## Fellowship Position in Child and Adolescent Psychiatry

University of British Columbia

Vancouver

\$32,000

There is funding for a Clinical Fellowship position at the Vancouver General Hospital. The position would suit a newly-qualified psychiatrist wishing to gain additional experience in Child and Adolescent Psychiatry. The successful applicant would provide assessment and treatment of adolescents and their families, supervise medical students in their clinical work and conduct seminars for medical students. An interest in research would be beneficial. Applicants must be eligible for an educational license through the College of Physicians and Surgeons of British Columbia.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please reply to:

Stuart Fine, M.B., F.R.C.P.(C)  
Professor and Head  
Division of Child Psychiatry  
University of British Columbia  
2275 Heather Street  
Vancouver, B.C.  
V5Z 1M9



## Centre for Integrated Computer Systems Research (CICSR)

This Centre presently comprises 30 research faculty in Computer Science and Electrical and Mechanical Engineering. Its objective is to foster interaction and collaboration among the academic researchers and their industrial colleagues. Ten new tenure-track positions will be available over the next three years. Appointments will generally be at the rank of Assistant Professor (although some may be at a higher level), and may be in the Department of Computer Science, Electrical Engineering, or Mechanical Engineering, or some combination. Candidates must have a Ph.D. degree, and be trained and actively involved in research in computer-related areas appropriate to CICSR. These areas include: computer communications and systems; artificial intelligence and computational vision; VLSI design and microelectronics; robotics, controls, automation and CAD/CAM; algorithms, graphics, and computational geometry; numerical computation.

Appointments will be made starting January 1, 1988 or as soon as possible thereafter. Closing date for applications January 31, 1988. Salary will be commensurate with qualifications and experience. In addition to salary, major funds are available for research equipment and infrastructure, and successful candidates will be eligible for fellowships with the Advanced Systems Institute of British Columbia, which provide salary stipends, teaching relief, and further research support.

The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, foreign applicants are also encouraged to apply. Send complete curriculum vitae, reprints of research, and the names of three references to: J.M. Varah, Director, Centre for Integrated Computer Systems Research, University of British Columbia, Vancouver, B.C., Canada V6T 1W5.







# **FACULTY OF EDUCATION UNIVERSITY OF TORONTO**

Applications are invited for the tenure stream position in curriculum studies specializing in elementary science.

Preferred candidates will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision and research.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1988.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by January 29, 1988 to Professor M. Anne Millar, Acting Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to Provostial approval.



# **FACULTY OF EDUCATION UNIVERSITY OF TORONTO**

Applications are invited for the tenure stream position in educational studies with a focus on program analysis and policy development.

Preferred candidates will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision and research.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1988.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by January 29, 1988 to Professor M. Anne Millar, Acting Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to Provostial approval.



THE UNIVERSITY OF MANITOBA

## **RESEARCH ASSOCIATE**

The University of Manitoba anticipates research associate positions will be available in the following fields: isolation and characterization of cDNA clones of pollen proteins, membrane biochemistry with lipid and protein analysis, crop drying, storage and mathematical modelling: seed germination physiology and molecular biology of cereal grains, linoproteins (Algonquin, Siouan, Papan): salivary sugar clearance and its effects on dental plaque, stimulus-secretion coupling mechanisms in salivary glands, endocrine mechanisms related to seasonal reproduction, applied electromagnetics, communication engineering and signal processing (power system engineering), theoretical and applied mechanics, numerical and computational aspects of some problems in dynamical elasticity, transportation planning and systems analysis, use of systems analysis techniques in the planning and operation of water resources systems (development of expert systems and risk and reliability analysis), analytical electron microscopy of materials, solid mechanics, heat transfer, fluid mechanics, design, CAQ/CAM/CIM, industrial engineering, corrosion research, vibration analysis, two-phase flow, energy analysis, turbulent flow, geotechnical engineering (clay, ice, frozen soil, evaporate rocks); foods and nutrition (lipid biochemistry, cereal technology sensory evaluation); mineralogy, geochemical analysis, geophysics, health care management (epidemiology, analysis of large data bases), developmental neurophysiology, human immunodeficiency virus, molecular genetics, cytogenetics, somatic cell hybrid studies, hormonal control of gene expression, molecular biology and molecular genetics, cell membrane abnormalities in hypertension and asthma and their role in excitation-contraction coupling, biochemical pharmacology of antitumor agents, microbial physiology, mineral leaching mutation research, fermentation technology; electroacoustics, musicology (medieval, renaissance classical and contemporary); medical chemistry, pharmacokinetics, biopharmaceutics; exercise science (physiology, bone dynamics, biomechanics); theoretical condensed matter physics, nuclear and intermediate energy physics, mass spectroscopy, condensed matter physics, and optical spectroscopy, combinatorial computation, all fields of chemistry (physical, theoretical, organic, inorganic, analytical and biochemical); child and family services research. Normally all positions require a Ph.D. and relevant experience. The University encourages both women and men to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. Closing date for applications is December 11, 1987. Applications, including curriculum vitae, bibliography and names of referees, should be sent to Professor R.A. Johnson, Associate Vice-President (Academic), The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.



# **UNIVERSITY OF TORONTO**

## **CHAIR INSTITUTE OF CHILD STUDY FACULTY OF EDUCATION**

Applications and nominations are invited for the position of Chair of the Institute of Child Study, Faculty of Education, University of Toronto.

The Institute of Child Study comprises two post-degree diploma programs in Early Childhood Education and Child Assessment and Counselling, a nursery to grade six laboratory school, an infant centre and an active research program. The Chair is responsible for the entire operation of the Institute and its programs and reports to the Dean of the Faculty of Education.

Preferred candidates will possess a doctoral degree, have relevant field-based experience and will be prepared to promote the research program and activities of the Institute. Demonstrated scholarship is a requirement.

This is a tenure stream position with rank and salary commensurate with qualifications and experience. The appointment will commence July 1, 1988 or earlier by mutual agreement.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by January 29, 1988 to Professor M. Anne Millar, Acting Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.



# **FACULTY OF EDUCATION UNIVERSITY OF TORONTO**

Applications are invited for the tenure stream position in elementary education.

Preferred candidates will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision and research.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1988.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by January 29, 1988 to Professor M. Anne Millar, Acting Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to Provostial approval.



# **FACULTY OF EDUCATION UNIVERSITY OF TORONTO**

Applications are invited for a tenure stream position in curriculum studies with a focus on curriculum development and program implementation.

Preferred candidates will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision and research.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1988.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by January 29, 1988 to Professor M. Anne Millar, Acting Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to Provostial approval.

## **Classified & Display Advertising 1988 Closing Dates**

**Issue**  
January 1988  
February 1988  
March 1988  
April 1988  
May 1988  
June 1988

**Classified**  
December 7  
January 13  
February 11  
March 15  
April 13  
May 12

**Display**  
December 18  
January 22  
February 19  
March 22  
April 21  
May 20

**Numéro**  
janvier 1988  
février 1988  
mars 1988  
avril 1988  
mai 1988  
juin 1988

## **Dates Limite pour 1988 Annonces Classées — Grandes annonces**

**Annonces Classées**  
7 décembre  
13 janvier  
11 février  
15 mars  
13 avril  
t2 mai

**Grandes Annonces**  
18 décembre  
22 janvier  
19 février  
22 mars  
21 avril  
20 mai







Ontario government has re-  
a centre of excellence in  
technology to the University  
of Waterloo (with  
of Queen's University and  
of Western Ontario). Re-  
lates and contractually Lim-  
ity positions are available at  
Toronto in all of the centre's  
search 1 Artificial Intell-











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**GRANT MACWANE COMMUNITY COLLEGE** is seeking a full-time, permanent position for a term instructor/appraiser/mentor commencing August 15, 1988, to May 15, 1989 in the Visual Art Program. The Visual Art Program is a two-year program with a transferable degree. The position requires teaching in the areas of painting, drawing and multimedia. A knowledge of alternate media and a strong background in art is essential in conjunction with an ability to deal with contemporary art issues, theory and criticism. Qualifications: Masters degree in Fine Arts required. Previous experience will be given applicants with related teaching experience. The salary range for the position is \$18,000 to \$22,000 per annum. The position is \$3,199.25 per month based on education and experience in accordance with the Board/Faculty Collective Agreement A. The position is full-time, 36 hours per week. Vacation pay is included with the position. Applicants should submit, by February 1, 1988: 1) a curriculum vitae, 2) slides/video of work, 3) a statement of teaching philosophy, 4) three letters of reference, 5) resume to Cherrie Moser, Head of Fine Art, Grant Macwane Community College, Box 7956, Edmonton, Alberta T5C 2C2.

## FOOD SCIENCE

**OCAD UNIVERSITY** Department of Food Science. Applications are invited for the position of Head, Department of Food Science, to be filled by September 1, 1988. The Department, which began operation in September of 1987, initially will have 12 full-time faculty members. The Food Science Division plans that the Department will grow by 1992 to comprise six programs. The Department is seeking bright students and staff will have access to one of the finest pilot plants in Canada, and will have access to the University's new Food Centre. The new Head will play a key role in the development of the Department of Food Science's programme of research and teaching. The successful candidate will have a doctorate in Food Science or a related discipline and extensive teaching and research experience. Some administrative experience would be an asset. The successful candidate will be offered a tenure-track appointment. Applications, supported by three letters of reference, and a curriculum vitae should be sent to Dr. T. L. Pearson, Dean, Faculty of Pure and Applied Science, OCAD University, 100 College Avenue, Scarborough, Ontario M1C 1B7, Canada, before September 1, 1988. In accordance with Canadian Immigration requirements, this advertisement is open to all persons, including non-Canadian citizens and permanent residents. OCAD University is an Equal Opportunity Employer.

## FRENCH

**UNIVERSITY OF TORONTO, Department of French.** Applications are invited for a one or two-year contractually-limited term appointment in the area of language and linguistics, starting July 1, 1986. Applicants should have a Ph.D. in linguistics, recent teaching experience, and research ability as demonstrated by papers, publications, etc. An ideal candidate will be required to teach language and linguistics at the undergraduate level. Salary will depend on qualifications and experience. A letter of application with curriculum vitae and the names of three referees should be sent to: Professor A. Rosenberg, Department of French, 7 King's College Circle, University of Toronto, Toronto, Ontario M5S 1A8. Applications will be accepted until 1986. Qualified men and women are invited to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and perma-

**NON-RESIDENTS:** **FRANÇOIS J. LAFORTE**, Department of French Languages and Literatures, French Studies Section. Applications are invited for a tenure track position at the rank of Assistant Professor commencing July 1, 1991, to teach undergraduate courses in French literature and culture. The ideal candidate will be a Ph.D. holder in French Literature in the French Studies Section of the Department of Modern Languages and Literatures. Applicants should have a Ph.D. in French Literature and French Language and Literature will be a plus. Consideration will be given to those candidates with teaching experience at the university level in French as a second language and in a range of areas of Metropolitan French Literature. Applications, accompanied by a representative sample of writing, should be sent to: *particulaire* vlm and the names of three referees who have been asked to write on the candidate's behalf, should be sent by 31 January, 1991, to Professor H.B. Laporte.

Chair, Department of Modern Languages and Literatures, Trent University, Peterborough, Ontario K9J 7B8. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

**UNIVERSITY OF SASKATCHEWAN**  
**French.** The University of Saskatchewan is seeking applications for a permanent position as Assistant Professor in French Language and Literature. The position is available on July 1, 1988. The successful candidate should hold a graduate degree in French linguistics or a related field. Responsibilities include teaching language and grammar courses on all levels, supervising students (as a First Language), French and English literature, and supervising the literary studies according to the candidate's academic background (e.g., linguistics, literature, or other fields). The position offers excellent salary, benefits and interest in the study of the French language in Canada, particularly in minority languages. For consideration, send your resume and references to: Dr. J. L. Wilm, Head, Department of French and Spanish, University of Saskatchewan, Saskatoon, S7N 0W6. Applications will be considered once their files are complete. In accordance with Canadian immigration regulations, successful candidates must be Canadian citizens and permanent resi-

**UNIVERSITÉ MCGILL.** Le Département de langue et littérature françaises de l'Université McGill sollicite des candidatures pour un poste permanent à la permanence, au département de langue et littérature françaises, spécialisé en la XX<sup>e</sup> siècle, la critique et la théorie littéraires. Des cours de langue française, de littérature française, de travail, publications, doctorat, recherche et expériences. Entree en fonction le 1<sup>er</sup> septembre 1988. Les candidatures seront acceptées jusqu'au 15 mai 1988. Le curriculum vitae, quelques articles de presse, et le nom de trois répondants potentiels doit être remis au Directeur du Département de recommandation. Professeur Jean-Pierre Duquette, Directeur, Département de langue et littérature françaises, Université McGill, 3600 Avenue, 3460, rue McTavish, Montréal (Québec) H3A 1X9. Conformément aux lois canadiennes sur l'immigration et l'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux

UNIVERSITÉ MCGILL, Le Département de langue et littérature françaises de l'Université McGill sollicite des candidatures pour un poste de professeur adjoint en spécialisation en la XVII<sup>e</sup> siècle. Le candidat devra posséder un doctorat en littérature dans un domaine connexe; des cours de langue française pour compléter la charge de cours; et des publications. Entrée en fonction le 1<sup>er</sup> septembre 1988. Les candidatures seront reçues jusqu'au 15 mai 1988. Pour le curriculum vitae, quelques articles ou parus, et le nom de trois répondants, s'il y a lieu, veuillez adresser vos lettres de recommandation. Professeur Jean-Pierre Duquette, Directeur du Département de langue et littérature françaises, Université McGill, Pavillon Pearson, 3460, rue McTavish, Montréal, Québec H3T 1M6. Les renseignements pressés en ce matière d'immigration au Canada, la priorité sera accordée aux candidats et aux résidents permanents.

## ECOLOGY

**UNIVERSITY OF TORONTO, Department of Geology, Isotope Geologists:** Applications are invited for a tenure-track position in the field of radiogenic isotope geochemistry. The position is in the Department of Geology, and is open to individuals with a Ph.D. in geology, mantle evolution and/or other relevant fields. Positions include a Ph.D. degree and established ability in research. Teaching is required at an introductory level. The position is, especially, as well as in other areas of geology at a more general level. The Department is particularly interested in individuals who are able to respond to promising new isotopic developments as well as maintain a research base in such areas as Rb-Sr and Sm-Nd geochronology, and in the study of the Earth's crust and upper mantle. The position is a full-time position and will begin July 1988. Salary commensurate with qualifications and experience. The starting salary range at this level is \$30,000 - \$51,000. By late 1988, the Department will acquire a new building with "clean" analytical laboratory space and a new mass spectrometer. Mass spectrometers are shared with

The nearby Royal Ontario Museum and a tandem accelerator (Iso-TRACE) mass spectrometer laboratory is shared with the Department of Physics. Letters of application, together with a resume containing a description of current and envisioned research activities, and names and addresses of at least three referees, should be sent to Dr. G. Norris, Chairman, Department of Geology, University of Toronto, Toronto, Ontario, M5S 1A1 Canada. Closing date for applications is 1 February 1988. The University of Toronto encourages both women and men to apply for positions. In accordance with Canadian immigration requirements, this advertisement is directed to qualified Canadian citizens and permanent residents.

**GERIATRICS & GERONTOLOGY**  
**BAYCEST CENTRE FOR GERIATRIC CARE**, Director of Research, Geriatrics & Gerontology. An exciting opportunity exists for a Director, to play a pivotal role in developing a new, multidisciplinary Research Institute at Baycrest Centre for Geriatric Care in Toronto. The Director will recruit staff for two main programs, one of which will focus on research in their own research interests. The successful candidate will focus on an existing strength in behavioural research. The successful candidate will be a Ph.D. or M.D. (or equivalent) with a strong research background, proven leadership ability, and a record of achievement in geriatrics.

atics or gerontology. Please send C.V. by Jan. 31, 1988, to Stephen E. Rudin, Executive Director, Baycrest Centre for Geriatric Care, 3560 Bathurst St, North York, Ontario, Canada, M6A 2E1.

ERMAN

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## HEALTH CARE

**NATIONAL CHILDREN'S HEALTH RESEARCH FOUNDATION (NCHRF), NEW ZEALAND Senior Research Fellowship.** A Senior Research Fellowship sought to undertake research on child health. Priority areas nominated by the New Zealand Medical Research Council include post neonatal mortality (including death) childhood asthma, diabetes mellitus, accidents and mental health but other research topics will be considered. The NCHRF fellowship is designed to support a medical graduate with a record of previous and current

## HISTORY

**ROYAL RADS MILITARY COLLEGE, History and Political Economy.** The Department of History and Political Economy at RMC seeks applications for a full-time Associate Professor level to commence 1 August 1988. The successful candidate will be expected to teach courses in the history and will be expected to teach courses at both the junior and senior levels of the 4-year Military and Strategic Studies Program. The successful candidate will be expected to teach introductory courses in either political science or modern history, at the senior level, and to teach courses in the history of his or her specialization. Appropriate subjects of specialization might include, but are not limited to: international history, political science, military history, modern history, administration, Soviet studies, the Pacific Rim. Salary will be commensurate with experience.

Three curricula vitae and the names of three referees to Dr J.S. Mothersill, Principal, Royal Roads Military College, RMO Box 2700, Victoria, B.C. V8B 2Y6. A letter received until a suitable candidate is found. In accordance with Canadian immigration law, the applicant must be recommended by Canadian citizens and permanent residents. Royal Roads Military College is a full-time tertiary employer.

**Dalhousie University History.** The History Department at Dalhousie University invites applications for two tenure stream positions in the Department of History to begin to commence 1 July 1988, subject to budgetary approval. (One of the appointments will be for a three year term position.) Appointments would be for positions in British and French history (ideally a combination of the two), with particular emphasis on the social history of the British Empire or economic and social history. Applicants should have a Ph.D. degree, an on-going research program, and a proven record of teaching experience. All applications and inquiries should be sent to Dr. G.D. Taylor, Chair, History Department, Dalhousie University, Halifax, Nova Scotia.

PANIC & ITALIAN  
STUDIES

**THE UNIVERSITY OF AUCKLAND, New Zealand.** Department of Romance Languages. The University Council invites applications for a Senior Lectureship in Italian. A New Zealand citizen or permanent resident may be considered for appointment as an Associate Professor. Candidates will be expected to have a high level of scholarship and a strong research record in some aspect of Italian Language, Literature and Culture. A high level of English proficiency would be an advantage. It is expected that the person appointed will assume the duties of a Senior Lecturer in the Italian course. The Head is responsible for the day to day administration of the Section. Commencing Salary: NZ\$54,000 per annum. NZ\$58,300 to NZ\$64,900 per annum. Conditions of Appointment and Method of Appointment: See University of Auckland University of Auckland (Academic Appointments). University of Auckland, Private Bag, Auckland, New Zealand. Applications in accordance with the Method of Appointment should be forwarded as soon as possible, but not later than the closing date: 30 October 1987. For further information, contact the Department of Romance Languages. Applications are invited from women.

Assistant Professor effective July 1, 1988.  
Qualifications: Ph.D. with an interest in  
Panisular Spanish Literature and native  
fluency in Spanish. The ability to  
teach Italian Language and literature would  
be an asset. The position requires teaching  
abilities, and a good command of Italian.  
Duties include the teaching of undergraduate  
language and literature. Applications  
including curriculum vitae and the names of  
three references should be sent to:  
Andr chuk, Chairman, Hispanic and Italian  
Studies, University of Victoria, Box 1700,  
Victoria, B.C. V8W 2Y2. Deadline for applica-  
tions is January 10, 1988. Canadian  
immigrants are encouraged to apply.  
The University to assess applications from  
Canadian citizens and permanent residents of  
Canada before assessing applications from  
foreign applicants. The University of Victoria  
values equal opportunity and encourages  
qualified male and female applicants.  
Women are particularly encouraged to

**BROCK UNIVERSITY.** Spanish. Subject to budgetary approval, Brock University, will make a tenure-track appointment at the Assistant Professor level in Spanish. Special competence in teaching peninsular literature. Must be able to conduct classes in Spanish. Applicant must have Ph.D. and teaching experience. Applications, including curriculum vitae, (with names of three referees), should be addressed to Prof. Juan A. Fernandez, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario, L2S 3A1.

**QUEEN'S UNIVERSITY, Department of Spanish and Italian**, is expecting to make several appointments, several of which are tenure-track, commencing July 1 or September 1, 1988 in the following areas: Spanish Language and Literature, Latin American Literature, Hispanic Linguistics and Literature. An applicant should have a Ph.D. and must possess a Ph.D. in one of these areas. They should forward their curriculum vitae and a letter of recommendation to: Dr. J. A. B. A. B. Professor and Head, Department of Spanish and Italian, Queen's University, Kingston, Ontario, K7L 3N6. Closing date: April 1, 1988. Both male and female candidates are equally encouraged to apply for these positions. In accordance with Canadian immigration laws, preference will be given to persons directed to Canadian citizens and permanent residents.

## HISTORY

**ROYAL ROADS MILITARY COLLEGE, History and Political Economy.** The Department of History and Political Economy has a permanent position of tenure track position at the Assistant or Associate Professor level to commence in September 1990. The successful candidate will have a Ph.D. or expect to receive it shortly and will be expected to teach courses at both the junior and senior levels of the 4-year program. At the junior level the candidate will teach introductory course in either political science or history. At the senior level the candidate will teach in the area of his or her specialization. Approval of a subcommittee of the Faculty is not required, nor limited to: international history, political theory, Canadian history and politics, public administration, or international relations. Rm. 301. Salary will be commensurate with qualifications and level of appointment. For consideration, send curriculum vitae to three referees to: Dr. J. Mothersill, Principal, Royal Roads Military College, P.M.O. Box 6, V0S 1B0. Applications will be received until September 1, 1990. In accordance with Canadian immigration regulations this advertisement posted is directed to Canadian citizens and permanent residents. Royal Roads Military College

in an equal opportunity employer.  
The History Department at Dalhousie University invites applications for two tenure stream appointments at the Assistant Professor level in the areas of British and French history. The positions are available July 1, 1998. The successful candidates will be expected to teach and conduct research in British and French history (ideally a combination of the two), with particular emphasis on the social, cultural, intellectual, political or economic and social history. Applicants should have a Ph.D. degree, an on-going interest in research, and preferably some teaching experience. For consideration, your curriculum vitae and a list of references should be sent to Dr. G.D. Taylor, Chair, History Department, Dalhousie University, 6010 University Avenue, Halifax, NS B6H 2W5. Please include c.v., with names of three references and a sampled published work, with your application. For reading or information only, contact the History Department at applications@dal.ca. The deadline for applications is Jan. 29, 1998. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents only.

With respect to the employment of women Dalhousie University is an affirmative action employer.

**UNIVERSITY OF ALBERTA.** Department of History. Applications are invited for a seasonal lecturer or Visiting Assistant Professor in the Department of History for the summer of 1989. Applicants should be prepared to teach in at least two of the following fields: Modern World History, Modern British History, Canadian History, History of Women, History of Science and Technology, United States History, Modern International Relations. Current salary range \$8,000-\$10,000. For consideration, completion of Ph.D. comprehensive examinations, Ph.D. and teaching experience preferred. Send a letter of application, a curriculum vitae, and three copies of three confidential letters of appraisal to: Dr. D.J. Hall, Chairman, Department of History, University of Alberta, Edmonton, Alberta, T6G 2G1. Applications accepted until February 29, 1989. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration law, preference will be given to Canadians, to Canadian citizens and persons with permanent residence in Canada. The University of Alberta is committed to the advancement of the status of women.

ted to the principle of equality before the law.  
UNIVERSITY OF TORONTO, ERINDALE CAMPUS, Department of History, The University of Toronto seeking applications for the position of Associate Professor of History at the Erindale Campus. The position is a contractual limited appointment with an initial appointment of 2 years with a possible renewal for a second year. The position requires any approval. Ph.D. required; prior teaching experience desirable. All lists of specializations within Canadian History will be considered. Salary based on a scale of \$30,000 per year (currently \$30,000). Appointment commences 1 July 1988. Deadline for applications 30 January 1988. Send application with curriculum vitae and three letters of recommendation to be sent directly to: Professor D. Raby, Erindale Campus, University of Toronto, Mississauga, Ontario L5L 1C6. For more information on immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is an equal opportunity employer and men to apply for positions.

**UNIVERSITY OF VICTORIA, Japanes**  
**History.** The Department of History of the University of Victoria is seeking to fill a seasonal appointment in Japanese history. The successful candidate should be able to teach an introductory survey on Japanese civilization and upper level courses in Japanese history. The successful candidate's research in twentieth century world history would be an asset. The seasonal appointment is effective September 1, 1988 - April 30, 1989. Applicants should send a curriculum vitae, a letter of intent, and three references to: Dr. MacPherson, Chairperson, Department of History, University of Victoria, Box 17000, Victoria, BC, V8W 2Y2. Closing date is September 1, 1988. For more information, contact the Chairperson in accordance with Canadian Human Rights requirements and the University of Victoria's hiring policy. Priority will be given to Canadian citizens and permanent residents. Applications made by mail should be accompanied by a self-addressed return envelope offers equal employment opportunities. Qualified male and female applicants are encouraged to apply. Minorities are particularly encouraged to apply.

**McGILL UNIVERSITY, History.** The Department of History, McGill University, invites applications for an anticipated tenure-stream appointment in modern Canadian history at the Assistant Professor level. IC begins Sept. 1, 1988. Applicants will preferably hold the PhD, have teaching experience and a strong research program. Salary minimum is \$32,474. Applicants should send curriculum vitae and applications and have three letters of recommendation forwarded to: The Chairman, Department of History, McGill University, 855 Sherbrooke St. West, Montreal, Quebec H3A 2T7. Closing date: 15 June 1988. For more information, contact with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

**TRENT UNIVERSITY. History.** Applications are invited for a two-year or three-year limited term position in European history at the Assistant Professor level, to teach a first year course in European history and a second year course in History and a third year course in either Russian history or early modern England. Applicants should have a Ph.D. in History. The Department also advertises applications for a one or two year limited term position in Canadian and American history, at the Assistant Professor level, to teach a first year Canadian course and a second year American course on the nine to ten month term basis. Applicants should have a Ph.D. and teaching experience. Applications, accompanied by a full curriculum vitae and three letters of reference, should be sent to John Syrett, Chairman, Department of History, Trent University, Peterborough, Ontario, Canada K9J 7B8. The closing date for applications is 15 February, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens.

**TRENT UNIVERSITY.** History. Applicants are invited to teach evening courses in the following areas: Canadian history, and the offerings are a first year course on European historiography and a third year course on Canadian Women's history. Applicants should have a Ph.D. or one year completion and teaching experience. The level of employment will be as outlined in the following: College level, Trent University and the Canadian Union of Educational Workers. Under the current agreement, the basic stipend for each course will be \$6,180.00. Applications, with a curriculum vitae and three letters of recommendation, should be sent to: Dr. J. G. Macman, History Department, Trent University, Peterborough, ON K9J 7B8. Applications should be received by 15 February, 1988. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

**TRENT UNIVERSITY. History.** Applications are invited to teach summer evening courses from May through July, 1988. Minimum qualifications include a graduate degree and teaching experience. There are 12 evening courses offered; one is a second year American course on the 19th century and a third year American course on the 20th century. The courses on the Oshawa offerings are a second year social and intellectual course on modern Canada and a third year American course on the last two centuries. Applicants should have a Ph.D. or one year completion and teaching experience. The terms of employment are full time, 10 weeks, 10 hours per week. For a complete listing of courses and the Canadian Union of Educational Workers, contact: Dr. J. R. MacLennan, 100 University Ave., Toronto, Ont. M5S 1A5. Salary for each course is \$5,914.00. Applications, with a curriculum vitae and three references, should be sent to: Dr. J. R. MacLennan to John Syrett, Chairman, History Department, Trent University, Peterborough, Ont. K9J 7B8. Applications should be received by 15 February 1988. Successful candidates will be notified by 15 March 1988. The Canadian Immigration requirements, this advertisement is directed to Canadian citizens only.

**ST. THOMAS MORE COLLEGE, History.** St. Thomas More College, University of Canada, is seeking a full time, permanent, one-year term appointment in History at the

rank of Assistant Professor or Lecturer commencing 1 July 1998. Candidates should have a Ph.D. completed or in completion. The appointee must be competent to teach senior level courses in Canadian history and in minority courses in European history from the Renaissance to the present. Applications, with curriculum vitae and academic transcripts, and letters of three referees, should be sent to the Head, Department of History, St. Thomas More College, Saskatoon, Saskatchewan S7N 0W6. St. Thomas More College is an equal opportunity employer in accordance with the University of Saskatchewan's policy on non-discrimination. In accordance with Canadian immigration law, this advertisement is directed to Canadian citizens and permanent residents.

## HOME ECONOMICS

**MOUNT SAINT VINCENT UNIVERSITY**  
Department of Home Economics, invites applications for a full-time, tenure track position in the Department of Home Economics for approval. Qualifications: Ph.D. in Home Economics with special emphasis in Family and Consumer Sciences. Minimum 5 years of teaching, demonstrated ability and interest in teaching and research. The successful candidate will be a strong commitment to the development of the program and the discipline as a whole. General information: The Department of Home Economics offers a Bachelor of Science degree in Home Economics, Family and Consumer Studies, Foods and Nutrition, Housing and Facility Management, and Hospitality Management. Graduate programs include a Master of Science in Education, and a Master of Arts degree in Home Economics Education. Salary and Rank: The successful candidate will be appointed in accordance with Canadian Immigration requirements, consideration in the first instance will only be given to Canadian citizens and permanent residents. Send your resume, transcripts and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Studies, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

## IMMUNOLOGY

**UNIVERSITY OF MANITOBA.** Immunology/chemistry. Immunobiology - CDH. Technical. Research. Postdoctoral fellow. M.D. degree and with research experience. At least one of the above areas are invited to submit their c.v.'s, outlines of research accomplished and of research interests to the attention of the Chair, Prof. D. A. Sehon, Director, M.R.C. Group for Allergic Research, Faculty of Medicine, The University of Manitoba, 730 Wilfrid Avenue, Winnipeg, MB, Canada R3E 0W3. The successful candidate will be appointed to the Department of Immunology and Pathology, and to the Cells and Receptors with Dr. A. Friesen. Immunoregulation with Dr. A. Sehon, a transplant biotechnology with Dr. R. Hill. Both men and women are encouraged to apply. In accordance with Canadian government requirements, priority will be given to Canadian citizens and permanent residents in Canada. Salary commensurate with training and experience, position renewable on a 3-year basis.

## JOURNALISM

**CARLETON UNIVERSITY, Journalism** Subject to budgetary approval, a tenure-track position at the level of Assistant Professor is available in the Department of Media Law and Experience in editing and media management essential. A graduate degree and experience as a journalism instructor preferred. Please submit a resume and the names of three referees to Anthony Westell, Director, School of Journalism, Carleton University, Ottawa, Ontario, K1S 5B6, before February 15, 1988. In accordance with Canadian Immigration requirements, this notice is directed to the following instances: Canadian citizens and permanent residents. Both men and women are encouraged to apply.

## LAW

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interested in undergraduate teaching in their field of contemporary political science and international relations. The O requires a commitment to effective teaching and research. The minimum salary for assistant professors is \$12,000 per year, plus a rural area wage, three confidential letters of reference and transcripts should be sent to the Department of Political Science, University of Alberta, Edmonton, Alberta, Canada, by the deadline of 15 February, 1988. The persons subject to confirmation of funding. The salary of the position is based on the principle of equity in employment but, in accordance with Canadian Immigration requirements, the salary of the position for Canadian citizens and permanent residents is \$12,000 per year.

**UNIVERSITY OF NEW BRUNSWICK, Political Science.** The Department of Political Science anticipates an opening of the level of Assistant Professor in the near future. An approval. A completed Ph.D. is required for appointment at the rank of Assistant Professor. Salary is \$12,000 per year, plus a rural area wage and experience. The position, if approved, will involve undergraduate and graduate teaching and research in the field of American Government and International Relations. Applications, including a curriculum vitae, three confidential letters of reference should be sent to the Chairman,



of New Brunswick, P.O. Box 4400, Freder-  
icton, N.B. E3B 5A3. In accordance with  
Canadian Immigration requirements this  
advertisement is directed to Canadian citi-  
zens and permanent residents.

**UNION FRASER UNIVERSITY** Department of Political Science invites applications for a full-time, tenure-track, Assistant Professor level appointment, effective September 1, 1988. The position is in the area of Canadian and American Politics, with preference for secondary specialization in Political Theory or Public Administration, International or International Relations. The position requires a completed Ph.D. The teaching experience, and published record of research and scholarly publications is desirable. Salary commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. Applications will be accepted from women and men. Send applications along with *c.v.* and three letters of reference to: Political Science Dept. of Political Science, Simon Fraser University, Burnaby, B.C. V5A 1S5. Closing date for receipt of applications is January 15, 1988.

## POLITICS

**BROCK UNIVERSITY, Politics.** The Department of Politics, Brock University, invites applications for a one year replacement appointment in the Philosophy. An interest in the philosophy of law would be an asset. PhD, teaching experience and publications are desired. Salary will be commensurate with qualifications. This position is offered subject to budgetary approval. Applicants should send a current curriculum vitae, a list of references, and to have three letters of recommendation sent, to the Chairperson, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L7N 4K1. The closing date for receipt of applications is February 15, 1988. The appointment will be on a full-time basis. Consistent with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

**BROCK UNIVERSITY.** Politics. The Department of Politics, Brock University, offers applications for two one-year, limited term appointments to the following positions which will have competence in empirical research methods and/or Canadian public administration. The positions are for a M.A. and a Ph.D. teaching experience and scholarship ability are desired. Salary will be commensurate with qualifications and experience positions will be different based on budgetary considerations. Applicants, including a current curriculum vitae, should be sent to The Chairperson, Department of Politics, Brock University, St. Catharines, Ontario, L2S 3A4. The closing date for applications is 15 September 1988. Interviews will be held on 16-17 September 1988. Applicants should arrange also to have three letters of recommendation sent to this address. The appointments will be effective 1 September 1988. Brock University is an equal opportunity employer.

## PSYCHOLOGY

**DALHUSIE UNIVERSITY, Psychology.** The Department of Psychology, Dalhousie University, is seeking a highly motivated stream faculty positions at the assistant professor level, beginning July 1, 1988 (contingent on funding). We are particularly interested in developmental psychology, with expertise in cognitive development and quantitative methods. The successful candidate will teach each of our courses in developmental psychology, the psychology of women, and research methods. The successful applicant is also in developmental psychology, with a specialization in social psychology, and has a strong background in research methods. The applicant should be able to teach courses in early development, methods in developmental psychology, research methods, or statistical methods. Applicants for both positions should send a letter of interest, curriculum vitae, and a list of references. We will have a strong commitment to achievement in research, as demonstrated by the quality of our research and the quality of our students. We expect to supervise the research of honours and graduate students. Dalhousie University has a strong commitment to the advancement of women faculty. In accordance with Canadian Immigration Law, the successful candidate is directed, in the first instance, to Canadian citizens and landed immigrants. Applications, with a cover letter, should be sent to the Department of Psychology, Dalhousie University, Halifax, Nova Scotia, B3H 4J1, before 1 February 1988.

**UNIVERSITY OF GUELPH, Department of Psychology.** Applications are invited for a full-time research position in the area of **Developmental Psychology.** The appointment will be made at the rank of Assistant Professor. Successful candidates will be expected to develop a research program in the area of the successful candidate. Applicants should be prepared to provide a curriculum vitae, a list of references, a statement of research interests, and a list of children, learning disabilities, and intervention strategies with children and an outline of a research program in Applied Developmental Psychology. Additional interests in personality or psychopathology are also desirable. The position is for a 9-month academic year. Applicants should send curriculum vitae and names of three referees to: Dr. B. J. R. Cantor, Department of Psychology, University of Guelph, Guelph, Ontario, N1G 2W1. **CLOSE OF DEADLINE: NEW BRUNSWICK, SAINT JOHN CAMPUS, Psychology.** The University of New Brunswick is seeking a replacement position (applicant for a subcategory Science nurses applications) for a baccalaureate program in **Learning, Motivation, and Personality.** Other areas of interest will also be considered. Applicants should have a minimum of a B.A. degree. Applicants should send a curriculum vitae, the names of 3 referees, and reprints of recent publications to: Department of Psychology, University of New Brunswick, Saint John, New Brunswick, A1B 4X6.

New Brunswick, P.O. Box 5050, Saint John,  
B. E2L 4L5, Canada. In accordance with  
Canadian immigration regulations, preference  
is given to citizens and permanent residents  
of Canada.

**THOMAS UNIVERSITY, Psychology.** The Department of Psychology, St. Thomas University, invites applications for two year probationary (tenure) track appointments (subsequent approval at the level of Assistant Professor) to the Department of Psychology. The candidate will be expected to teach undergraduate courses, supervise honours theses and assist on active research program. Preference will be given to Canadian citizens or landed immigrants. A Ph.D. is required. Applicants should send a curriculum vitae, samples of scholarly work, and a list of three references (recommendations) directly to: Dr. Thomas J. Fish, Chair, Department of Psychology, St. Thomas University, Fredericton, New Brunswick, E3B 5G3. Applications accepted until filled. Appointment effective July 1,

**McGILL FRASER UNIVERSITY.** Department of Psychology. Applications are invited for a part-time position at the assistant professor level in clinical psychology. The position is subject to budgetary approval. Applicants should include a Ph.D. in clinical psychology and a demonstrated record of research and teaching. Areas of research interest should be indicated. The position will be an opportunity to teach graduate level courses in the clinical psychology doctoral program, which is accredited by the Canadian Psychological Association. The position is with the Canadian Psychological Association, and to provide direct supervision of graduate students. Salary will commensurate with the applicant's qualifications and experience. For consideration, send curriculum vitae, a sample of recent reprints, and three letters of reference to Professor Richard Roesch, Director of Clinical Training, and Executive Director of the Department of Psychology, Box C, V5A 1S5. In accordance with Canadian immigration requirements, this advertisement is open to Canadian citizens and permanent residents.

**UNIVERSITY OF TORONTO, Developmental Psychologist.** A tenure-track position, Assistant Professor level, beginning July 1st, 1988. The position is in the Department of Psychology at the Scarborough Campus of the University. Candidates should have a Ph.D., publications, and both a strong teaching record and a productive research programme. Salary dependent on experience. Closing date for applications is 15 January 1988. A.C.D., at least three references, including comments on teaching ability and publications, should be sent to: Prof. J. R. Gruenewald, Department of Psychology, Life Sciences Division, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. The University encourages both men and women to apply.

**HE UNIVERSITY OF WESTERN ONTARIO, Psychology.** The Department of Psychology, University of Western Ontario is seeking applications for one of the following positions in social psychology. A theoretical position is available from July, 1988. The Department seeks a seasonal visitor who would teach one semester course at both the graduate and undergraduate level; salary supplement subject to agreement. Applications are encouraged from all Canadian and non-Canadian departments. Letter of interest and current curriculum vitae to: Dr. W. J. McClelland, Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 3K1.

**Psychology, The University of Western Ontario** is seeking applications for a 2 limited-term appointment. Available from July, 1988 is a sabbatical visitor not appointed after one year limited term appointment at the one-year limited term appointment at the assistant professor level. Current salary floor is \$26,850. Applicants should have a strong record of research and teaching in the area of social psychology with Canadian immigration regulations, preference will be given to Canadian citizens and permanent residents. Current curriculum vitae and three letters of recommendation to: Dr. W. J. McClelland, Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer. Position open until filled.

**UNIVERSITY OF WINDSOR, Clinical Psychologist.** The Department of Psychology at the University of Windsor has a position for a male Clinical Psychologist in the campus counselling centre. The position is a full-time permanent clinical faculty (tenure-track) position in counselling as such as an approved candidate is required. Responsibilities include conducting psychotherapy with members of the university community, conducting research in the area of clinical problems, and carrying out an active clinical research program. The candidate should be a registered clinical psychologist or, if from another country, must have a minimum of a master's degree, with at least three years of appropriate supervised post-doctoral experience. In view of the gender equality of clients and students, and the current composition of Centre faculty, qualified female candidates are encouraged to apply. For consideration, send a cover letter, resume, and references to: Special Program #28, Evie Foglio (e.foglio@uwindsor.ca).

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ing in both graduate and undergraduate  
degrees. Applications, including curricula  
vitaes, relevant reprints, and three letters of  
reference, should be sent to: Kathryn Koenig,  
Department of Psychology, York University,  
North York, Ont. M3J 1P3. (Please indicate  
the psychology program you're applying for.) Closing date  
for applications is January 31, 1988. York University  
is implementing a policy of employment  
equity. Qualified women and men are invited to  
apply.

In accordance with Canadian immigration  
requirements, this advertisement is directed  
to Canadian citizens and permanent resi-

**PSYCHOLOGICAL SERVICES** Department of Psychology Applications are invited for a position of Assistant Professor level commencing as early as Sept. 1, 1988. Teaching duties will involve the delivery of a course in the area of clinical psychology and the academic year in the areas of Clinical Psychology and Personality. The Department has a strong research emphasis. The successful applicant will have a Ph.D. Completion of an apprenticeship desirable but not a necessity. The position is full time and the successful applicant will have access to departmental resources, facilities and will be expected to pursue research. For consideration, please send a curriculum vitae, a list of references and a salary history to: Department of Psychology, University of Regina, Regina, Saskatchewan S4S 0A2. Salary range: 1987/88 \$30,333.00 to \$70,100.00 and the Associate Professor salary range: 1987/88 \$30,333.00 to \$70,100.00. Applications and inquiries are accepted until September 1, 1988. Closest deadline for applications: March 1, 1988. Interview dates: April 1, 1988. For more information, contact: Dr. J. R. B. Smith, Chair, Department of Psychology, University of Regina, Regina, Saskatchewan S4S 0A2. The University of Regina is an equal opportunity employer. The University of Regina is an equal opportunity employer. The University of Regina is an equal opportunity employer.

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**UNIVERSITY. The Child Studies** program has a position at the Assistant Professor level (tenure-track or limited-term) in the Department of Psychology. The successful candidate is expected to have a commitment to research, graduate teaching and to an active role in the development of the program. Researchers investigating either basic or applied aspects of child development. Areas of interest include: cognitive, physical, and/or social development, and research on the environment. The Child Studies Program is an interdisciplinary program that includes faculty from the Department of Psychology, Education, and is part of Brock's new Centre for Child Development Studies and Institute for Applied Human Development. For more information, contact the names of three referees and publish: by January 31, 1988 to: Dr. Martin J. Smith, Department of Psychology, Brock University, St. Catharines, Ontario, Canada L2S 3A1. In accordance with Canadian law, the University of Brock is an equal opportunity institution and is directed to Canadian citizens and permanent residents. Brock University is an

**UNIVERSITY OF OTTAWA, Psychology.** The School of Psychology of the University of Ottawa anticipates to have up to three track positions to fill by July 1st. Preferably they would be at the Assistant level. Outstanding candidates at the graduate level could be considered. The program goes to female applicants in the field of Developmental Psychology, Child Psychology, Adult Clinical Psychology and Cognitive Neuroscience. Applications should be sent to the following address:

should possess the following minimum qualifications: doctorate in Psychology in French and English, and rich competence. The minimum salary for the first academic years: \$31,329 at the level of Associate Professor, \$39,408 at the level of Associate Professor. Applications should be received before January 1988. Submit a letter of application, names and addresses of three referees who have recent publications from refereed journals, and a curriculum vitae. Send application to: Dr. Pierre Baron, Director, Department of Psychology, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. In accordance with Canadian immigration regulations, this advertisement is directed towards Canadian citizens and permanent residents.

**UNIVERSITÉ D'OTTAWA, Psychologie.** Le département de psychologie prévoit avoir trois postes vacants de professeurs à compléter le 1<sup>er</sup> juillet 1988. Ces postes seront à temps plein et réguliers au niveau de professeur adjoint de préférence, des candidatures exceptionnelles au niveau de professeur agrégé pourront être considérées. On ne sera pas écroulé aux candidatures dans les domaines de la psychologie développementale, la psychologie de l'enfant, la psychologie clinique et la neuropsychologie cognitive.

ses qualifications minimales sont : le baccalauréat en Psychologie, un très bon potentiel de recherche, et une bonne maîtrise du français et de l'anglais. Le salaire minimum pour un cours au niveau de professeur est de \$31,329 et à celui de professeur-adjoint de \$38,227. Les candidatures doivent être soumises avant le 15 septembre 1988. Adresser une lettre recommandée d'un curriculum vitae, du curriculum vitae, de l'adresse de trois référents, et une lettre d'introduction de la part de deux publications ou de tout autre document contenant une contribution académique ou de recherche.

Director, Ecole de Psychologie, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Conformément aux lois fédérales de l'accès à l'information, s'adresse aux citoyens canadiens immigrants reçus.

**Department of Psychology.** Applicants are invited to track position in the area of Applied Psychology. The appointment will be made at the rank of Associate Professor, depending upon the record of the successful candidate. The position involves teaching of advanced-level courses in assessment, children, learning disabilities, and research. The successful candidate should be committed to an program of research in Applied Developmental Psychology, and to the personality or psychopathology area. Psychology would be a major asset.

ence with Canadian Immigration  
this advertisement is directed  
dian citizens and permanent resi-  
Canada. Applicants should send  
vities and names of three refer-  
r: Brian Earn, Acting Chair, Depart-  
Psychology, University of Guelph,  
Ontario, N1G 2W1. Subject to final  
ry approval.

**UNIVERSITY** Department of  
Psychology, **Physiological Psychology**,  
at the assistant professor level in  
of physiological psychology begin  
interests lie in comparative psychol-  
(neuroethology) and neuropsychology are  
publications and a brief statement  
on research in progress and future  
plans. Please send your application and  
statement should also be sent to the  
Salary: \$32,474 (base). Dead-  
line: 11/1/88. Send to: Dr. J. A. 1987  
dance with Canadian immigration  
requirements, this advertisement is directed  
to citizens and permanent resi-  
dents only. Send to: Dr. J. A. 1987  
Chairman, Department of Psy-  
McGill University, 1205 Dr. Pen-  
sionable position. For more infor-

**LAURENTIAN UNIVERSITY, Psychology** Department of Psychology examines a tenure stream appointment for a full-time position to teach general psychology (including research and perception), introductory psychology and research methods in an undergraduate programme. Experience is required to be bilingual in English and French. A M.A. or Ph.D. is required and some experience is preferred. Laurentian is an equal opportunity employer. For consideration, send curriculum vitae and the names of three references to be sent by February 29, 1993 to: Dr. J. G. Gauthier, Department of Psychology, Laurentian University, Ontario, L3R 9Y2.

**CHIEF LAURENTIENNE.** Psychologiste spécialisée en thérapie de groupe, elle a obtenu une nomination à titre d'associée de professeur adjoint pour son enseignement de la psychologie des populations et des pratiques (aux recenseurs), de la psychologie et des méthodes quantitatives en santé publique, programme de premier cycle à l'université, elle bilingue (français et anglais) et elle enseigne également ses cours en français. Le PhD et la préférence sara accordée aux candidats ayant quelque expérience de travail avec des populations vulnérables aux hommes et aux femmes conformément aux règlements de l'Université du Canada, ce poste est offert à des personnes de tous les résidents. Les intéressés sont priés de parvenir leur candidature, accompagnée d'un curriculum vitae et des lettres de recommandation, à l'adresse suivante, au Professeur Marguerite Gauthier, département de psychologie, Université Laurentienne, Sudbury, Ontario, Canada, N3A 3C2.

## RELIGIOUS STUDIES

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Junior Associate Professor  
menture with qualifications,  
ence on 1 July 1988. In accu-  
Canadian immigration regula-  
advertisement is directed to  
citizens and permanent resi-  
closing date for the receipt of  
is 25 January 1988. Applica-  
ing curriculum vitae and three  
ference, should be sent to Pro-  
C. Robertson, Chairperson,  
of Religious Studies, McMaster  
Hamilton, Ontario L8S 4K1  
Box 95

[illegible]

**OF TORONTO, The Department of Psychology Studies** invites applications for a full-time, permanent stream position in Psychology at the rank of Assistant Professor. The successful candidate will be responsible for the education, teaching experience and background in the specific field of research. The position involves a graduate course in the field as well as supervising graduate courses. Applicants should send their curriculum vitae and a letter of appointment to the graduate studies coordinator, Dr. J. Allan, Department of Psychology, 110 Charles St. West, Toronto, Ontario M5S 3A5, by February 5, 1996. The University of Toronto offers women and men to apply for this position. In accordance with Canadian Human Rights Act, the University is committed to Canadian citizens and

**RESIDENTS OF WINDSOR, Department of Religion, The Dog of Heaven Residence, 200 University of Windsor, invites applications for two a two year, limited term appointment to the Assoc. Prof. level in Religious Studies. Academic profile or theological training in the area of Jewish Studies, MA, level required. 1987-88 salary range, \$29,505. Applicant must have C.V. and three letters of reference. Send resume and references to: Department of Religious Studies, University of Windsor, Windsor, Ontario, N9A 6P1. Deadline: Jan 15, 1988, or until position is filled. Salary support in accordance with Canadian Academic Personnel Code. Advertisement is directed to citizens and permanent residents. The University of Windsor offers an excellent benefit package.**

**YALE UNIVERSITY, Department of Anthropology** is seeking applications for the position of Associate Professor. Ph.D is required. The position is in the area of anthropology or sociology, and should have training in the study of the culture and religion of a particular region. There should be a focus on one (or more) Asian religions. The successful candidate will teach courses related to Asian religions, particularly in the fields of Hinduism and Buddhism. The successful candidate will teach courses in Asian religions as well as sociology. Interested candidates should send a letter of interest, curriculum vitae, and three references to: Chair, Department of Religion, Yale University, 1455 G. Mason Avenue, New Haven, CT 06510. In accordance with Canadian immigration requirements, this advertisement is being posted in the U.S. and Canada. Appointment to begin in September. For receipt of applications, please refer to the April 1, 1988.

RUSSIAN

[illegible]

**UNIVERSITY, Russian/Soviet and European Studies.** Subject to approval of the Carleton University Council for a preliminary nomination at the rank of Assistant Professor, to be cross-appointed to the Department of Russian and the Institute of European Studies. Approp-

ns are Russian language and an established record of ship in either a social sci- (Economics, Geography, Psychology, Sociology) or age and/or literature with sional experience in a social ine Letters of application, ted curriculum vitae and referees, should be sent to ey, Acting Dean, Faculty of University, Ottawa, Ontario accordance with Canadian urements, this advertise- to Canadian citizens and ents. Applications are ined women and men. Clos- pt of applications is Febru-

## SOCIAL WORK

**CRSITY. School of Social** workers are invited for a tenure track position as the Assistant Professor beginning July 1, 1988. The job is made in an interdisciplinary area of Policy or Disability and Management and Socialization. Responsibilities include undergraduate and graduate teaching in field teaching centers, graduate research/clinical development of a program related to the area, doctorate in social work or equivalent, competence in research, practice, and social policy analysis. The names of applicants, and samples of work, to Professor Peter Leonard, Director, School of Social Work, University of Social Work, 100 University Street, Montreal, Quebec H3T 1A7, Canada. In accordance with immigration regulations, this position is open to all citizens or permanent residents. Closing date for applications: 1988.

**DIVERSITY. Social Work.** Faculty approval. The School of Carleton University, will be more preliminary (tenureless). The School has two positions in its program: direct social planning and research and also stresses community analyses of class, gender and are considered central to the responsibilities to each of the areas of research and teaching. Student practice placements research. Candidates with a Social Work preferred. A Ph.D. disciplines will be considered or nominations, curriculum and addresses of three of the following: Theory of Social Work, Carleton Uwa, Ontario, K1S 5S6, by 1988. Effective date of employment. In accordance with Immigration Department regulations, permanent residents are open to both women and men.

**IF WATERLOO, RENISON Social Work.** Applications are

1. Assist Prof or Assoc  
2. DSW with social work and  
3. Teaching experience 3 Teach-  
4. Graduate courses in Community  
5. and other areas of Social Work  
6. Social Development Studies  
7. 4 Salary open and  
8. qualifications and exper-  
9. Campbell, Principal, Reni-  
10. versity of Waterloo, Water-  
11. LO 3G4 6. Effective Sep-  
12. or earlier Applications from  
13. dates are particularly wel-

## SOCIOLGY

**CRISOLY, Sociology.** The Department of Sociology at Brock University is seeking two probationary faculty members for July 1985. The positions are open to those with a Ph.D. in Sociology. Teaching needs in the areas of: Social Stratification/Power Asymmetry, Race and Ethnicity. Open to candidates with an intellectual orientation. The Department's interdisciplinary approach combines Sociology, Anthropology, and Social Anthropology. Research based on a flexible date of appointment. Closing date for applications: April 15, 1985. Positions subject to budget. In accordance with Canadian requirements this advertisement is open to Canadian citizens and residents. Applicants: Send curriculum vitae and references to G.B. Rush, Department of Sociology, Brock University, St. Catharines, Ontario, Canada. University is an equal opportunity employer.

**TY OF BRITISH COLUM-**  
Applications are invited  
positions in Sociology at  
professor level beginning in  
1988-89. Ph.D. required.  
Preference may be  
candidates with demonstrated  
one of the following areas:  
Deviance, Social Psychology  
of Women, Quantitative  
(History of Social Thought  
Salary commensurate  
The positions are subject  
approval. Applications  
please, covering letter stating  
areas of potential referees,  
written work, should be sent  
1988, to Dr. M.P. Marchak,  
Unit of Anthropology and  
University of British Colum-  
B.C. V6T 2B2. In accor-



dance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is an equal opportunity employer. **UNIVERSITY OF TORONTO, ERINLAKE CAMPUS.** Department of Sociology. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Sociology, University of Toronto, Erinlake Campus. This appointment is in the area of the sociology of health and medicine. Ph.D. in sociology and evidence of excellence in teaching and research in the above area are required. Major teaching responsibility will be for course offerings in sociology of health and medicine, but successful candidates will also be expected to provide teaching support for the introductory sociology courses. Salary commensurate with qualifications and experience. Appointment will commence July 1, 1988, subject to budgetary approval. Deadline for applications: February 1, 1988. Applicants with curriculum vitae and three references should be sent to: Dr. John L. Hagan, Chair, Staffing Committee, Department of Sociology, University of Toronto, 555 Spadina Avenue, Toronto, Ontario, M5S 1A1. In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents. The University of Toronto encourages both women and men to apply.

**UPEL UNIVERSITY, Department of Sociology.** Applications are invited for a tenure-track appointment at the Assistant Professor level beginning July 1, 1988. Candidates must possess demonstrated strength in sociological theory and undergraduate teaching and also have a strong empirical area of research and teaching. Fields of specialization are open. Ph.D. or near completion and 2-3 years of teaching experience, including a curriculum vitae and the names and addresses of three references should be sent to Professor Anna Heltner, Chair, Department of Sociology, Trent University, Peterborough, Ontario, K7A 7B8. The deadline for applications is January 15, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## SPEECH COMMUNICATION

**TRINITY WESTERN UNIVERSITY.** Communications/Speech, a Ponton - Assistant Professor, Ph.D. Qualification - Ph.D. in Speech Communications plus some teaching experience in a Christian college context. (a) Teaching Speech, Communications, Writing for Media and Publication and the ability to integrate one's discipline with a biblical Christian faith, (b) Writing. Dr. Kenneth R. Davis, Dean, Trinity Western University, 7650 Glover Rd., Langley, B.C., Canada V3A 4B9. Trinity Western University has an evangelical Christian orientation, is chartered by the province of British Columbia and holds B.A., B.S., and B.Ed. degrees. (c) Opening for September, 1988. **UNIVERSITY OF CALIFORNIA, Q.C. CAPE BRETON.** Speech Communication Assistant Professor, Tenure-track position at the University College of Cape Breton (undergraduate level) beginning August 1, 1988 to teach courses in fundamentals, interpersonal communication, and organizational communication. Qualifications include a Ph.D. (A.B.C. will be considered), experience teaching at the university level, and research/publications. Salary (\$28,500-\$33,500 range) is negotiable, depending on qualifications. Please send resume, letters of recommendation, and transcripts to Professor Judith Rolfe, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, Canada, B1P 6L2 by December 31, 1987. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## SURGERY

**UNIVERSITY OF ALBERTA, Department of Surgery, Division of Plastic Surgery.** Research Position. Applicants should be surgically oriented scientists with a Ph.D. and with experience in the immunobiological and clinical aspects of burns, sepsis and trauma in both animal models and humans. Familiarity with protein metabolism, EM and HPLC is essential. Appointment will be at the Associate Professor level (salary range: \$39,600 - \$57,200). The University of Alberta is committed to the principle of equity

in employment, but in accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. Application deadline: December 31, 1987. Effective date of appointment: April 1, 1988. Forward curriculum vitae, names and addresses of three references to: Dr. J.O.M. Alton, Freighters' Burn Professor of Surgery, Division of Plastic and Reconstructive Surgery, Department of Surgery, 203-83 Mackenzie Health Sciences Centre University of Alberta, Edmonton, AB, T6S 2G7.

## THEATRE

**THE UNIVERSITY OF BRITISH COLUMBIA, Department of Theatre and Film Studies.** The Department of Theatre, Film Division, invites applications for three tenure-track positions at the Assistant or Associate Professor level for the 1988-89 academic year. Candidates should have an M.F.A. or equivalent training in film and a significant record of scholarly or creative writing in the field or show evidence of exceptional potential in one or more of the following areas: Historical and Critical Studies, Producing, Directing, Cinematography, Editing, Sound recording, Design. The Film Programme at UBC is dedicated to a high level of international training in film and television within the context of a liberal arts education. Our graduates are working professionals with a firm grounding in academic disciplines, and our curriculum is carefully balanced between the history and aesthetics of film and the craft of film-making. Vancouver is an important and active centre of film production in Canada and the Film Programme at UBC is closely associated with Vancouver's professional film making community. Candidates should submit a letter of application, with curriculum vitae and the names of three references, to: Dr. E. Kurbach, Department of Theatre, The University of British Columbia, Vancouver, B.C. V6T 1W5, Canada. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The deadline for receipt of applications is January 31st, 1988.

**OLAHOUSE UNIVERSITY, Theatre.** The Department of Theatre of Olthouse University invites applications for a tenure stream appointment at the rank of Lecturer commencing August 1, 1988, subject to budget approval. The appointment would be for a teacher of Voice, Text and Acting, for which the qualifications would be: (1) Master's degree or equivalent; (2) teaching experience at the post secondary and/or professional level; (3) professional performance as an actor and/or coach; and (4) training ability in the following areas: vocal production, speech, basic scene study. The responsibilities of this position would be to teach Voice and Text to all years of a three-year acting program leading to a B.A. in Theatre (Acting), to teach Acting in the first year of the program, to teach the areas of Voice and Text on Departmental productions, and to direct public performance productions for Olthouse Theatre Productions. The closing date for applications is January 8, 1988. Applications should be made to Professor P. Peles, Chair, Department of Theatre, Olthouse University, Halifax, N.S. B3H 3J5. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens or permanent residents of Canada. Dalhousie has a policy of affirmative action with respect to employment of women faculty members.

**OLAHOUSE UNIVERSITY, Theatre.** The Department of Theatre of Olthouse University invites applications for a tenure stream appointment at the rank of Associate Professor commencing July 1, 1988, subject to budget approval. The appointment would be for a teacher of Acting, for which the qualifications would be: (1) M.F.A. or equivalent recognized professional training; (2) teaching experience and a minimum of ten or more years of active professional experience as an Actor and/or Director; (3) teaching ability in text interpretation, improvisation, and scene study. The responsibilities of the acting teacher would be to teach credit classes in acting in the second and third years of a program leading to a B.A. in Theatre (Acting), to coordinate the acting program and to direct public performances of the students for Olthouse Theatre Productions. The closing date for applications is January 8, 1988. Applications should be made to Professor P. Peles, Chair, Department of Theatre, Olthouse University, Halifax, N.S. B3H 3J5. In accordance with Canadian immigration requirements, this ad

is directed to Canadian citizens or permanent residents of Canada. Dalhousie has a policy of affirmative action with respect to employment of women faculty members.

## URBAN & REGIONAL PLANNING

**UNIVERSITY OF WATERLOO, School of Urban and Regional Planning.** The School of Urban and Regional Planning invites applications for a tenure-track appointment. The position is for an individual with expertise in environmental planning. The School is seeking a person with strengths in both the conceptual and applied aspects of the environmental field. The position is for an established scientist capable of heavy involvement in the School's Ph.D. program. An interdisciplinary, ecosystem, interdisciplinary approach is sought. Appropriate applications should be sent to: Environmental or Resource Management; suitable supplementary degrees could be in related synoptic fields like Regional Planning, Geography or Development Studies. A Ph.D. is required. Commitment to participation in the planning process, professional experience, and an interest in the developing world would be assets. The School of Urban and Regional Planning is part of the Faculty of Environmental Studies which includes a School of Architecture, a Department of Environment and Resource Studies and a Department of Geography. Planning programs include an undergraduate Honours degree program, and at the graduate level, Master's and Ph.D. programs. Applications should be sent to: Professor Len Gerber, Director, School of Urban and Regional Planning, University of Waterloo, Waterloo, Ontario N2L 3G1. The appointment will commence July 1, 1988 or as soon thereafter as possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcomed. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible.

## VISUAL ARTS

**SIMON FRASER UNIVERSITY, Centre for the Arts, Visual Arts Position.** The Centre for the Arts invites application for a full time tenure track faculty appointment in the Visual Arts. Primary duties of the position include the teaching of studio courses from the introductory to the advanced level, and the teaching of some academic courses in modern art history and theory. The ability to integrate historical and theoretical issues with studio teaching is a requirement. Artists working in all contemporary media are encouraged to apply. The successful candidate will be an active artist with a substantial exhibition record. It is also expected that the candidate will have teaching experience at the post-secondary level. Candidates should be prepared to accept faculty responsibilities within an interdisciplinary Fine and Performing Arts department, duties to begin August 1988. Preference will be given to candidates eligible for employment in Canada at the time of employment. The appointment will be made at the level appropriate to the experience of the successful candidate. Letters of application, curriculum vitae, and the names of three references should be received by February 5, 1988 and should be sent to: Professor Grant Strale, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C. Canada, V5A 1S6.

## FACULTY EXCHANGE

**FACULTY EXCHANGE CENTRE.** Non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603. Tel: 717 393-1130.

## ACCOMMODATION

**GLEGE, Lower Duplex.** Lovely 2 bedroom, lots of character. Fireplace, full basement, parking, eat in kitchen, private deck overlooking garden, large foyer/mud. \$885. References. After 8:00 p.m. 613-594-0389.



## Faculty of Commerce Saint Mary's University

The Faculty of Commerce at Saint Mary's University, with over 1400 full and 300 part-time students, is the largest business program in the Atlantic Region and one of the largest English-speaking programs in Canada. Because of enrolment increases experienced by this faculty in both its undergraduate and graduate (MBA) programs and program changes, a decision has been made to expand significantly the full-time faculty complement. As a result, the Faculty of Commerce has a number of positions available for the 1988-89 academic year.

Interested individuals may contact the appropriate department chairpersons for further information and/or forward a current curriculum vitae, including a list of at least three references, along with a letter of application. In all cases we are seeking individuals who have a Ph.D. (assistant or associate rank) in the appropriate area or in some cases we will consider individuals who are ABD. Our salary offers are competitive, and interested applicants will find that our support for research and travel is excellent.

Visiting positions are also available and individuals are encouraged to contact the appropriate chairpersons for further information.

## Accounting

Areas of specialization open.

Dr. F.P. Dougherty, Chairperson, Accounting

## Data Processing/Information Systems

Individuals with a background in various aspects of data processing and information systems are encouraged to apply.

## Management Science/Computing

Applicants should be able to offer courses in one of the following areas: Computing (BASIC, FORTRAN, COBOL), information systems, or management science

## Finance

We are particularly interested in individuals who have a background in corporate finance.

Dr. P. Dixon, Chairperson, Finance/Management Science

## Marketing

Individuals with a background in organizational behaviour are encouraged to apply.

Dr. H.F. Schwind, Chairperson, Marketing

## Marketing

While we are interested in individuals with expertise in marketing, we are particularly interested in an individual with a background in industrial marketing.

## Written/Oral Communication

Individuals who have both a written and oral background and an awareness of business needs and practice are encouraged to apply.

Dr. N.D. King, Chairperson, Marketing

Applicants should address all correspondence to the appropriate chairperson at the address indicated below:

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Halifax, Nova Scotia B3H 3C3  
(902)420-5400

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EDMONTON/CALGARY/ SASKATOON/REGINA to London	\$626.00	\$658.00
TORONTO to Paris	\$569.00	\$598.00
MONTREAL to Paris	\$521.00	\$548.00
TORONTO to Amsterdam	\$542.00	\$558.00
MONTREAL to Amsterdam	\$532.00	\$548.00
CALGARY to Amsterdam	\$707.00	\$728.00
VANCOUVER to Amsterdam	\$745.00	\$768.00
TORONTO to Frankfurt	\$578.00	\$608.00
VANCOUVER to Frankfurt	\$768.00	\$808.00
TORONTO/MONTREAL to Zurich/Geneva	\$626.00	\$658.00
TORONTO/HALIFAX to Prestwick	\$474.00	\$498.00

- Please keep this advert for future reference -

All fares quoted are subject to change without notice and do not include Canadian Transportation Tax of \$19.00 per person. Low season fares are quoted in Canadian dollars. Please indicate on coupon provided your specific dates for accurate quotation. Effective November 04, 1987, the outbound date of travel on the London fares determines the seasonal round trip fare to be applied. E.&O.E.

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	COMPARE TO REGULAR FARES			
	Round Trip	One Way	Round Trip	One Way
From PARIS to VIENNA	\$400.00	\$275.00	\$660.00	\$499.00
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From LONDON to VIENNA	\$350.00	\$275.00	\$595.00	\$730.00
From VIENNA to TEL AVIV	\$490.00	—	\$789.00	—
From ZURICH to VIENNA	\$290.00	\$205.00	\$435.00	\$409.00

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FOR ENQUIRIES REGARDING ATLANTIC/EUROPEAN FARES please call NANCY.

## AROUND-THE-WORLD

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E.&O.E.

## SOUTH PACIFIC

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		Low	Shoulder	High	Low	Shoulder	High
VANCOUVER	SYDNEY/BRISBANE/ MELBOURNE	\$1445	\$1571	\$1823	\$1635	\$1760	\$2075
	PERTH	1824	1949	2201	2013	2138	2453
	AUCKLAND	1319	1444	1697	1508	1634	1949
	CHRISTCHURCH	1382	1507	1760	1571	1697	2012
CALGARY	SYDNEY/BRISBANE/ MELBOURNE	1570	1696	1948	1760	1885	2200
	PERTH	1949	2074	2326	2138	2263	2578
	AUCKLAND	1444	1569	1822	1633	1759	2074
	CHRISTCHURCH	1507	1632	1885	1696	1822	2137
WINNIPEG	SYDNEY/BRISBANE/ MELBOURNE	1685	1811	2063	1875	2000	2315
	PERTH	2064	2189	2441	2253	2387	2693
	AUCKLAND	1559	1684	1937	1748	1874	2189
	CHRISTCHURCH	1622	1747	2000	1811	1937	2252
MONTREAL/ OTTAWA	SYDNEY/BRISBANE/ MELBOURNE	1800	1926	2178	1990	2115	2430
	PERTH	2179	2304	2556	2368	2493	2808
	AUCKLAND	1674	1799	2052	1863	1989	2304
	CHRISTCHURCH	1737	1862	2115	1926	2052	2367
TORONTO	SYDNEY/BRISBANE/ MELBOURNE	1780	1906	2158	1970	2095	2410
	PERTH	2159	2284	2536	2348	2463	2788
	AUCKLAND	1654	1779	2032	1843	1969	2284
	CHRISTCHURCH	1717	1842	2095	1906	2032	2347
HALIFAX/ FREDERICTON/ ST. JOHN	SYDNEY/BRISBANE/ MELBOURNE	1848	1974	2226	2038	2163	2478
	PERTH	2227	2352	2604	2416	2541	2856
	AUCKLAND	1722	1847	2100	1911	2037	2352
	CHRISTCHURCH	1785	1910	2163	1974	2100	2415
CHARLOTTETOWN/ SYDNEY, N.S.	SYDNEY/BRISBANE/ MELBOURNE	1878	2004	2256	2068	2193	2508
	PERTH	2257	2382	2634	2446	2571	2886
	AUCKLAND	1752	1877	2130	1941	2067	2382
	CHRISTCHURCH	1815	1940	2193	2004	2130	2445
ST. JOHN'S/ GANDER/ STEPHENVILLE/ DEER LAKE	SYDNEY/BRISBANE/ MELBOURNE	2003	2129	2381	2193	2318	2633
	PERTH	2383	2507	2759	2571	2696	3011
	AUCKLAND	1877	2002	2255	2066	2192	2507
	CHRISTCHURCH	1940	2065	2318	2129	2255	2570

**LOW SEASON:** April – September. **SHOULDER SEASON:** October – November. **HIGH SEASON:** December – March. All Fares: All fares and conditions are subject to change without notice and do not include Canadian Transportation Tax of \$19.00 per person. In all cases outbound date of travel (transpacific) determines the return season.

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Advance booking: Minimum 14 days prior to departure.  
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 Stopovers: 3 stopovers allowed in addition to point of turn-around (not including Tahiti and Cook Islands). Subject to specific routings.

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 Cancellation charge: Some cancellation penalties apply, depending on routing. (Cancellation insurance for medical reasons highly recommended.)

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 Length of stay: Minimum 6 days, maximum one year.  
 Stopovers: Unlimited stopovers on current specified routings.  
 Payments: 10% deposit required within 2 weeks of booking. Balance of payment due 30 days prior to departure.  
 Cancellation charge: Some cancellation penalties apply, depending on routing. (Cancellation insurance for medical reasons highly recommended.)

PLEASE CALL PETER

E.&O.E.

## FOR ADDITIONAL INFORMATION PLEASE COMPLETE AND RETURN COUPON:

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 FACULTY / UNIVERSITY: \_\_\_\_\_ BUSINESS TEL: \_\_\_\_\_ HOME TEL: \_\_\_\_\_  
 DEPARTURE DATES: \_\_\_\_\_ LENGTH OF STAY: \_\_\_\_\_  
 DESTINATION: \_\_\_\_\_ # OF ADULTS: \_\_\_\_\_ # OF CHILDREN: \_\_\_\_\_  
 AIR ONLY: \_\_\_\_\_ LAND: \_\_\_\_\_ TOUR: \_\_\_\_\_ ENGLISH: \_\_\_\_\_ FRENCH: \_\_\_\_\_

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- ☐ Discussion sur les politiques actuelles des gouvernements à propos des universités
- ☐ Où le Canada s'en va-t-il en matière de recherche?
- ☐ Ateliers de formation- Comment exercer le lobbying - Comment s'organiser en vue des élections.

**REGISTRATION FORM**

**CAUT LOBBYING CONFERENCE  
18-20 MARCH 1988  
HOTEL PLAZA DE LA CHAUDÈIRE, HULL, QUEBEC**

Name : \_\_\_\_\_

Association name : \_\_\_\_\_

Address : \_\_\_\_\_  
\_\_\_\_\_

Telephone (Office) \_\_\_\_\_ (Home) \_\_\_\_\_  
(Please give both numbers in case of an emergency)

Date of arrival: \_\_\_\_\_ departure: \_\_\_\_\_

Child care required ? Yes [ ] No [ ]

Registration fee is \$75.00 (includes lunch on 19 and 20 March)

- Please do not send cash with this form. Make cheques payable to CAUT. No refunds will be made after 15 February.
- Confirmation of registration will be sent to you. Receipts will be issued at the Conference.
- PLEASE NOTE THAT ALL PARTICIPANTS MUST PRE-REGISTER. NO NEW REGISTRATIONS CAN BE ACCEPTED AT THE HOTEL PLAZA DE LA CHAUDIÈRE.

Please mail to : **Jill Greenwell  
CAUT  
1001 - 75 Albert Street  
Ottawa, Ontario, K1P 5E7**

The conference starts at 9:00 a.m. on Friday, March 18th and terminates at 1:00 p.m. Sunday, March 20th. Registration, information and a cash bar will be available Thursday evening, March 17th. Happy St. Patrick's Day! Registration will also be available Friday morning.

**BULLETIN D'INSCRIPTION**

**CONFERENCE DE L'ACPU SUR LE LOBBYING  
18-20 MARS 1988  
HÔTEL PLAZA DE LA CHAUDIÈRE, HULL (QUÉBEC)**

Nom : \_\_\_\_\_

Nom de l'association : \_\_\_\_\_

Adresse : \_\_\_\_\_  
\_\_\_\_\_

Téléphone (bureau) \_\_\_\_\_ (maison) \_\_\_\_\_  
(Veuillez indiquer les deux numéros pour le cas où il y aurait urgence)

Date d'arrivée: \_\_\_\_\_ de départ: \_\_\_\_\_

Garde d'enfants requise? Oui [ ] Non [ ]

Les frais d'inscription sont \$75.00 (comprenant le déjeuner les 19 et 20 mars)

- Prière de ne pas envoyer d'argent liquide avec ce Bulletin. Faire les chèques à l'ordre de l'ACPU. Il n'y aura aucun remboursement après le 15 février.
- Une confirmation de l'inscription vous sera envoyée. Les reçus seront émis à la Conférence.
- PRIÈRE DE NOTER QUE TOUS LES PARTICIPANTS DOIVENT S'INSCRIRE À L'AVANCE. NOUS N'ACCEPTEONS PAS D'AUTRES INSCRIPTIONS À L'HÔTEL PLAZA DE LA CHAUDIÈRE.

Prière d'adresser le bulletin à: **Jill Greenwell  
ACPU  
1001 - 75, rue Albert  
OTTAWA (Ontario), K1P 5E7**

La conférence débutera à 9 h le vendredi 18 mars et se terminera à 13 h le dimanche 20 mars. Les délégués pourront s'inscrire le jeudi soir 17 mars et se renseigner. Un bar payant sera également mis à leur disposition. Bonne St-Patrice! Il sera toujours possible de s'inscrire le vendredi matin.